

APRIL, 1963

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

NO HELP
WANTED



**Life ... a Hazardous Thing
for Hazard, Ky.
Coal Miners**



THE TEAMSTERS SALUTE OKLAHOMA CITY

OKLAHOMA CITY is one of history's few cities which knows its founding to the hour and day. In the course of one day, April 22, 1889, 10,000 pioneers covered the area with tents after "the unassigned lands" were opened for settlement. The capital of "The Sooner State" (named after those who entered the area ahead of the legal time, or sooner) is ranked 37th in population in the nation with 317,542 residents; center of a metro area numbering more than a half-million.

In 1928 oil was discovered and a vast pool was found under the capitol building. Derricks stand before it today, mementos of drilling days which started "black gold" flowing into the state treasury. Here is located Tinker Field, the largest Air Force repair and supply facility in the world, and the largest automatic communications switching center, the Air Force Combat Logistic Network, with a capacity of 130 million words daily.

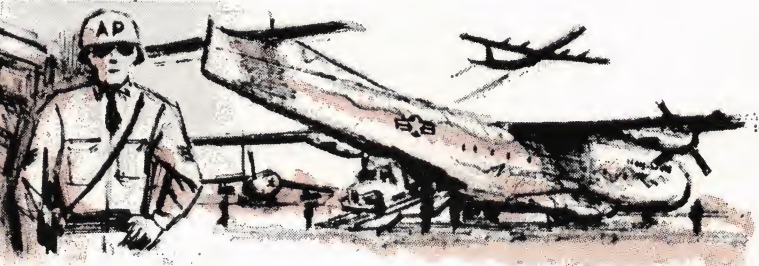
While the city's rail and air transport facilities are more than adequate, the highway network is outstanding and there is a great volume of truck transport. At the vast livestock market, for example, 300 truckloads of cattle arrive every day. There are six arterial highways entering the city, which is headquarters for 52 regular truck lines. More than 800 other Oklahoma truck lines operate here intra- and interstate. It is possible to drive 2,100 miles to Augusta, Maine, on four-lane highways with the exception of less than 200 miles.

Major industries are oil field supplies, airplane manufacture, petroleum, and livestock and food products processings with a total of 675 diversified manufacturing firms. Members of Teamster Joint Council 92 serve the warehousing and transport needs of the city. Here are located insurance firms doing 75 percent of the state's business and wholesale firms responsible for more than half of the state's distributive business. There is Oklahoma City University and the medical school of the University of Oklahoma at Norman, 18 miles to the south, producer of formidable football teams.

Continued growth and expansion, a mild climate, excellent living conditions and adequate educational and recreational facilities make Oklahoma City's future assuredly even more brilliant than its bright present and glorious past.

A thorough-going Teamster salute to "The O K City!"

America's Cities—No. 37 in a Series



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THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume 60, No. 4

April, 1963

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The International Teamster has an average monthly circulation of 1,550,000 and an estimated readership of over 4 million (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington 1, D. C.



POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington 18, D. C. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)

— Open Season on Oxen —

THERE IS AN OLD SAYING: "It all depends upon whose ox is being gored." When Bobbie Kennedy's old buddy Sen. McClellan turned his brand of investigation and embarrassing questions on Administration Darling Robert McNamara, Bobbie, now attorney general, went calling on the inquisitor from Arkansas.

Bobbie had a list of questions about the TFX contract which, if asked, would make the Defense Secretary look better. Bobbie—only committee chief counsel when he and McClellan began their mutual admiration society—went to McClellan's office as attorney general whose brother happens to be President.

McClellan, although wanting to discredit McNamara, agreed to ask Bobbie's questions.

This strange sequence of events shows how variably the winds blow around Capitol Hill as a result of the McClellan-Bobbie alliance. Earlier, the breeze had blown the other way to the extent that Pentagon Press Agent Sylvester complained about the treatment McClellan gave witnesses supporting McNamara's position on the TFX contract.

Sylvester said the conduct of McClellan's investigators was "outside anything I have ever heard of in 17 years of reporting senatorial committee investigations." Sylvester, of course, was brought to his knees for suggesting the committee was unfair.

The Air Force even prepared for internal use a report on the McClellan investigation. It said that investigative techniques—"the kind commonly associated with criminal interrogation"—were used on Air Force witnesses supporting McNamara's position. The report continued:

"Some of these entrapment techniques were:

"A. Harsh language and accusations of wrong-doing by the (Air Force) Evaluation Group people.

"B. Rapid-fire questions.

"C. Interrupting answers and not letting a witness explain.

"D. Demanding yes or no answers to framed and complex questions.

"E. Repeating the same question many times to attempt to get divergent answers.

"F. Threats that the interrogation would continue for a week unless the committee staff 'got what they want.'

"G. Alternating between interrogators to tire and confuse the witness."



Ruthless questioning of the witnesses was in the best Gestapo tradition. The sessions were lengthy. On one occasion, the inquisition began in the morning and ended shortly before midnight as questioning continued even during dinner. On another occasion, a witness was left so exhausted that he was placed under medication for a minimum of two weeks.

Sylvester and the Air Force were not the only ones complaining about McClellan's methods. Seth Kantor, a Scripps-Howard writer, said he was threatened with imprisonment by McClellan's investigator, Jerome Adlerman.

Kantor had refused to name the source of a TFX contract story he had written.

Bobbie didn't intervene with McClellan on behalf of Newspaperman Kantor, but then no one familiar with his treatment of newsmen during JFK's bout with the steel industry expected Bobbie to intervene.

If it weren't so serious, perhaps we in the Teamsters might sit back and enjoy seeing someone else sweat under the unfairness of McClellan and his panel of inquisitors.

Perhaps we might get a kick out of seeing Bobbie Kennedy take an exact opposite position from the one he took as McClellan's chief counsel, if he weren't now attorney general and in a position which demands consistency if justice is to be fairly administered.

Perhaps we could enjoy seeing a newspaperman being scorched and threatened with jail—after all the sensational headlines and yellow journalism during McClellan's investigation of the Teamsters—if it weren't so serious. Is the press only as free as McClellan will allow it to be?

Yes, it all depends upon whose ox is being gored, and this time the oxen are screaming like mashed cats from treatment which many of them considered fair when Teamsters were the target of the Arkansas Inquisitor and his vacillating little buddy, Bobbie Kennedy.

James R. Hoffa



FROM *the* FIELD

DeVogelaere Ends Career

Dick DeVogelaere first joined the Teamsters Union in 1917 and only recently got around to retiring as president of Local 952 in Orange, California.

He first started out at \$26 a 7-day week driving a dairy wagon in Chicago. In 1934, he left Teamster Local 753 and went to California where he joined the Teamster movement there, helping to organize the milk industry in Southern California.

Through the years he worked as a business agent for Local 93, then Local 166, and then to Local 952. He became president of the latter union in 1949 and held the post until his retirement.

DeVogelaere's parting word of advice:

"Consider yourself lucky that strong unions exist to protect those entering the labor market."

Teamster Holds World Crown

Harvey Batestrini, a member of Teamster Local 624 in San Rafael, Calif., claims the world wrestling championship in the less than 200 pounds class.

Batestrini's union brothers refuse to shake hands with him because it's like grabbing a vice.

A long-time creamery worker, Batestrini trains every moment he gets the chance and takes on all comers who would like to win his title.

So far he has ended every encounter still the champ while the contender walks away nursing a sore wrist.

Marty Retires At Local 150

Three International Vice Presidents, the secretary of the State Federation of Labor, and the mayor of Sacramento were among 500 friends and associates who attended a testimonial dinner recently in honor of Albert A. Marty, retiring as secretary-treasurer of Teamster Local 150 after more than 30 years in the movement.

For many years Marty was president of the Sacramento Labor Council and president of the CETL, an organization of Carpenters Union Local 586, Operating Engineers Locals 3 and 150, and Laborers Union Local 185.

Besides a career of stalwart unionism, Marty contributed greatly to the community as a private citizen. At various times he served as a city councilman, a city civil service commissioner, and a state recreation commissioner.

Taking part in the ceremonies honoring Marty were Vice Presidents Joseph J. Diviny, Einar O. Mohn, and George E. Mock. Also taking part was Thomas Pitts, secretary of the state federation, and Sacramento Mayor McKinney.

Two Champions In Local 293

Teamster Local 293 in Cleveland has a special pride in Brothers Ron Annotico and Tony Felice—a pair of real champs.

Annotico, a driver-salesman for a soft drink company, is the Ohio state handball champion. Felice, a driver for another firm, is ranked second in Ohio handball competition.

Last year they teamed in the national AAU doubles competition in Philadelphia but lost in the finals.

Local Awards Scholarships

Three teenagers in Worcester, Mass., soon will receive a coveted prize from Teamster Local 170—a \$500 tuition scholarship for each to attend the college of his choice next fall.

The set of scholarships this year will continue the program instituted by Local 170 last year.

To qualify for the awards, the student must be a son or daughter of a member of Local 170, must be graduating in the current year, and must pass college entrance exams. A committee of Worcester county educators determines the winners after reviewing the college exam results and reports from the high schools which the students attended.

John W. Davis, Local 170 secretary-treasurer, said two girls and a boy won the 1962 scholarships. They were children of Brothers Thomas Dyson, William Dufresne, and Oswald C. Chauvin.

Former Council Officer Dies

Fred Wettstein who retired last year after 47 years' service with Teamster Local 226 and Teamster Joint Council 7 in San Francisco, died recently.

Wettstein first joined the Teamsters Union in 1914. When he retired, hundreds of Bay Area Teamsters along with representatives from other labor organizations and civic leaders honored him with a testimonial dinner.

He had served as secretary-treasurer of Local 226 and secretary of Joint Council 7.

Young Dems Pick Teamster

Albert W. Roberts, member of Teamster Local 26, Danville, Illinois, has taken a headlong plunge into politics and has been elected president of the Young Democrats of Vermillion County.

Roberts is an equipment operator for the state highway department, and has been active in the Young Democrats organization since 1955. He was first vice president last year and served as district chairman for one year.

A native of Danville, he attended Danville high school. He is assistant scoutmaster for Boy Scout Troop 101.

STATE OF THE UNION

Hoffa Prediction Comes True

NLRB Decision Makes Strikebreakers Of Nation's Union Membership

When the Kennedy-Landrum-Griffin law was being debated prior to its passage, Teamster General President James R. Hoffa predicted that its provisions on hot cargo and sec-

ondary boycotts would make strikebreakers of every union man and woman in the nation.

A recent unanimous ruling by the NLRB which strikes down "protec-

tion of rights" clauses in Teamster freight contracts has fulfilled Hoffa's prediction.

Also, the NLRB ruling has forced the Teamster general executive board to take action concerning picket lines in order to protect the jobs of rank-and-file Teamsters.

Specifically, the NLRB ruling strips Teamster members of their immunity from discipline for refusing to handle struck or unfair goods, or for refusal to give service to other employers involved in a labor dispute—except in the most narrow of circumstances.

At its regular quarterly meeting, held last month in Miami Beach, Florida, the IBT general executive board served notice on the rest of the labor movement not to expect Teamsters to jeopardize their jobs by respecting picket lines, now that contract clauses no longer protect members from discharge.

As this issue of the *International Teamster* went to press, Teamster attorneys were preparing letters to all International Unions and to all Teamster affiliate bodies explaining the IBT Board's position and its declaration that it intends to be in compliance with the law at all times.

Reports from the nation's capital were that career lawyers and employees of the National Labor Relations Board were still shaking their heads over the action of the NLRB political appointees which forbids union members to practice the principles of unionism and makes them strikebreakers.

If gloom and disillusionment were the order of the day among career NLRB employees, then the bitter blow



of reality was the order of the day at the Teamster board meeting when its president, secretary-treasurer, and 13 vice presidents faced up to the fact that the law of the land makes it impossible to abide by trade union principles which for them have been guidelines for a lifetime.

The Teamster board members knew that the little world of AFL-CIO President George Meany and his blind detachment from the Teamsters was quite different from the stand of cooperation between Teamsters and AFL-CIO affiliates on the local level.

But the reality that cooperation has now been outlawed was difficult to square up to by the Teamster board whose members know that today's wages and conditions are the result of strict adherence to principles now rendered illegal.

The one hope is that the Circuit Court of Appeals in Washington, D. C., will rule favorably on an ap-

peal of the NLRB decision by Teamster affiliates.

In seeking a reversal of the NLRB decision, Teamsters seek to reestablish a member's right to respect a picket line; reaffirm a member's right not to have to handle struck or unfair goods; reestablish the right to protect union standards by insisting that subcontracting be let to companies maintaining union conditions; and to require employers to pay premium wages and benefits when requiring a worker to risk the dangers of crossing a picket line.

Specifically, the NLRB ruling—if upheld in court—would deal a death blow to four specific provisions of Teamster contracts.

1. *Picket line clauses* which sought to protect members from discharge or discipline when they refuse to cross a picket line established by members of another union. This ruling which

outlaws that provision means that every truck driver must now be an expert labor lawyer to determine the legality of strikes and types of picketing in order to determine whether or not to cross a picket line.

A union member may now be fired for respecting the picket line of workers seeking to advertise sweatshop conditions or picket lines protesting employer violations of the law (unfair labor practices such as firings for union activity or for refusal to bargain).

Except for very narrow exceptions, the only time a worker can respect the picket line of another employee is when that employee is represented by a majority union certified by the NLRB or recognized by the employer and is striking to get a contract or obtain renewal of an expired agreement. A picket line at his own place of employment may still be recognized.



Teamster general executive board in session during its regular quarterly meeting, held last month in Miami Beach. Shown leading discussions (center, back to camera) is Teamster President James R. Hoffa.

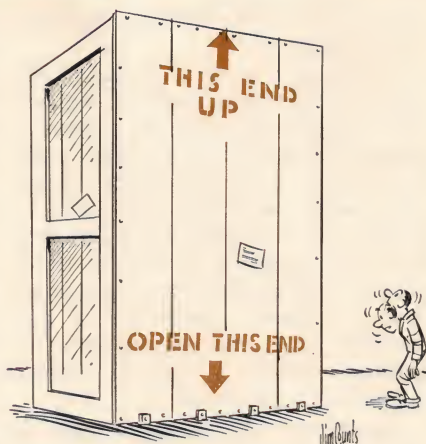
2. *Struck goods:* Teamsters traditionally have considered it obnoxious to handle struck and unfair goods. Now, except in the single instance of an expressed arrangement between a struck employer and another carrier, Teamsters must handle unfair goods and struck merchandise or face discharge by their employer.

3. *Subcontracting:* Teamster contract clauses which were designed to protect levels of wages, hours, and working conditions spelled out in a contract have been swept away by the NLRB ruling. The Board ruled that it is legal for a contract to outlaw all subcontracting, but it is not lawful to require an employer to subcontract only to those firms which are maintaining union standards.

4. *Hazardous Work:* Realizing that there could be instances in which a court or tribunal might hold that Teamsters must go through a picket line under penalty of discharge, and believing that such violation of trade union principle could involve physical danger, Teamsters negotiators bargained for a hazardous work clause.

This clause provided for triple wages, life insurance, hospital and medical benefits providing for three times the benefits of workman compensation laws. Also, the clause provided that an employee ordered through a picket line could request adequate protection against possible injury to himself or his family which might result from the performance of such hazardous duties.

This clause has also been struck down by the NLRB decision.



During debate on the Landrum-Griffin Act, Hoffa predicted that Landrum-Griffin provisions would make strikebreakers out of union members by requiring them to cross picket lines, and would wipe away traditional trade union rights.

In a letter to Hoffa, the then Senator Kennedy wrote in part:

"Hot Cargo: Your analysis maintains that section 707 of S. 1555 would require a trucking employee to go through a picket line or lose his job. There is no requirement in section 707 that an employee must go through a picket line and certainly nothing in the section which necessitates that such an employee be discharged, if he does (not). As a matter of fact, the Taft-Hartley Act already protects the right of an employee to refuse to cross the picket line of an employer other than his own employer, if the employees of such an employer are engaged in a

strike ratified or approved by a representative of such employees. Section 707 makes no change in this provision of existing law."

President Kennedy's words uttered when he was a senator ring hollow indeed today. In discussion of the NLRB decisions by the Teamster board members, the general theme seemed to be that it was bad enough for the NLRB to implement a law which makes strikebreakers and scabs of good union men and women. But as Hoffa and several vice presidents pointed out, it was equally as tragic to remember the fact that the Teamsters stood practically alone in their fight against Section 8(e) of the Kennedy-Landrum-Griffin law which is the basis for the NLRB decision striking down "protection of rights" clauses.

Most of the rest of the labor movement refused to get into the fight against this vicious aspect of the law. Instead, they rallied around the illusion that through various exceptions and understandings they had protected themselves.

The attitude of George Meany and AFL-CIO headquarters was that the International Brotherhood of Teamsters and President Hoffa had seen a bogey man under the legislative bed and that in any event only the Teamsters would be hurt by Section 8(e).

Now allusions, understandings and phantom exceptions are all struck down by the cruel, cold fact that in all but very narrow exceptions the law requires Teamster truck drivers to cross the picket lines of other unions.

Soft Drink Industry Retirees



Thirty-two members of Teamsters Local 812 in New York City were the first to take advantage of a new soft drink industry severance and pension plan that went into effect last Jan. 1 for 5 local unions with members working in New York, New Jersey, and Connecticut. Shown here are most of the 32 retirees from Local 812 along with officers

of the union and trustees of the retirement fund. Other Teamster locals with members eligible to take advantage of the industry-wide negotiated program are 125 and 478 in Newark, N. J., 134 in Trenton, N. J., and 1040 in Bridgeport, Conn.

Duralite Workers Go Teamsters



Employees of the Duralite Co., in Clifton, N. J., overwhelmingly favored the Teamsters Union, 300-to-4, in a recent National Labor Relations Board representation election after the IUE withdrew from the ballot. Teamster Local 945 was certified as the bargaining agent, culminating a 2-year campaign. Shown negotiating a new contract are (beginning at far right and going clockwise): Michael A. Ardis,

Local 945 president; Bobby Thomas, Frances Mavrosa, Louise Rovera, James Ware, Tony Pachilla, Robert Rivera, Augustin Perez, Bruce Harris, Pearl Goodwin, Bertha Wright, Pape Ramos, Business Representatives Lucey De Jesus and Louis Leone; and company representatives Ben Manney, Leonard Kimmel, and Plant Manager Gaelan.

Members of other unions will suffer as well as Teamster members, and in many instances more.

Said Teamster President Hoffa to the executive board meeting:

"It is *their* picket lines which our members must now cross under pain of discharge for refusing.

"It is the unfair employers of *other unions* which our members are now required by law to service."

Hoffa called consideration of the NLRB decisions the "most important considerations ever to come before a union executive board."

He stated: "Our concern over Section 8(e) has been justified. We did everything we could to make the labor movement realize that the so-called 'hot cargo' amendment not only represented the attainment of the major goal of the country's anti-labor elements, but also unmasked the true motives of most of the sponsors of the bill—to cripple rather than reform the labor movement.

The two NLRB decisions are commonly referred to as the Brown Transport Case and the Patton Warehouse Case.

Teamster affiliates in their appeal to the NLRB decision have challenged the constitutionality of Section 8(e), maintaining that the provision deprives members and their union of equal protection of the law.

The NLRB stated that it could not rule on the constitutionality of the section, but rather was obliged to accept it as constitutional unless upset in a court of law.

The IBT general executive board waded through a host of routine matters, but throughout the meeting it was the legal activities report which charted the union's main area of concern.

The legal staff, reporting on other National Labor Relations Board action, informed the board that a clear cut Teamster victory in District of Columbia Circuit Court on consumer picketing in the Tree Fruits case is now being challenged by the Kennedy appointed NLRB which has petitioned the Supreme Court to upset the Teamster victory.

In another NLRB case arising under Section 8(e) of Kennedy-Landrum-Griffin, the Board has struck down clauses in a Teamster dairy agreement which prohibited employers from subcontracting work to independent contractors without prior consent of the union and required the employers to launder employee uniforms at establishments employing union help.

With respect to the laundry provision, the NLRB reasoned that the clause was an unlawful restraint upon the employers' freedom to deal with

whichever laundries they wished to deal.

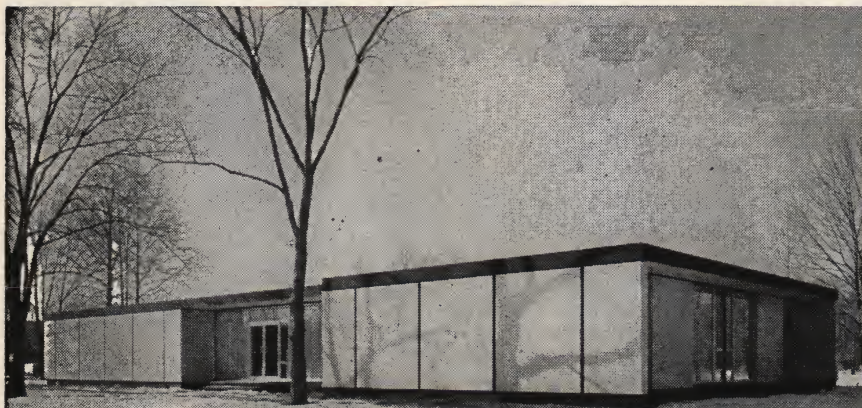
Switching from the politically oriented NLRB to the courts of the land, the legal report revealed that the Supreme Court has reversed the decision of the Sixth Circuit Court of Appeals in the Riss-Local 89 case and has held that an award of the Joint Area Cartage Committee, if it is final and binding upon the parties, is enforceable by the Union under Section 301 of Taft-Hartley.

The court declared that national labor policy requires that the means chosen by the parties for the settlement of their differences be given full play and that having chosen the joint committee procedure for such purpose, the parties were entitled to have joint committee awards enforced under Section 301.

In addition, the court held that the award which required reinstatement and back pay for six employees was enforceable by the Union even though it personally benefited individual employees.

While the IBT executive board was in session, the NLRB handed down two more decisions unfavorable to the Teamsters. It ordered a new election in Philadelphia where a rebel group is challenging Teamster locals for bargaining rights. In an earlier election, the Teamster locals had won

Local 701 in New Building



Teamster Local 701 recently moved to its new headquarters in a building wholly owned by the Union in North Brunswick, N.J. Constructed at a cost of nearly \$150,000—including the acquisition of 7½ acres of wooded land—the building has 4,000 square feet of space and is scheduled to be dedicated next June 8 with General President James R. Hoffa as the guest speaker. Robert J. Coar, Local 701 president, said the new building also houses a Welfare and Pension Fund Optical Center providing complete diagnoses, refractions, and examinations for members and their families at no cost to the membership.

a victory. When the rebel group, which is encouraged and supported openly by Attorney General Bobbie Kennedy, protested to the regional director of the NLRB, the director recommended that the Teamster victory be set aside and a new election held.

In the second decision, the NLRB refused to set aside the recent election among Western Electric installers between the Teamsters and the CWA.

Teamsters had objected to the election on the grounds that the CWA campaign was in direct conjunction with the telephone company and with the company's cooperation.

The NLRB in Washington gave the regional director in Philadelphia the right to set the date for the new election there at his own discretion. As this issue of the *International Teamster* went to press, the election was scheduled for April 25-28.

Hoffa Addresses Mine-Mill Workers



General President James R. Hoffa gave a rousing address to the 70th convention of the International Union of Mine, Mill and Smelter Workers recently in Denver. He told 250 delegates that more unions should show increased opposition to anti-labor forces rampant in the United States. Hoffa is shown here receiving an honorary delegate badge from John Clark, president of the Mine-Mill Workers.

• Embalmers Vote IBT

More than 50 embalmers in Seattle overwhelmingly voted in favor of the Teamsters Union in a recent representation election held by the National Labor Relations Board.

The embalmers, members of Local 18189 of the AFL-CIO Embalmers Union, balloted 42-to-11 in favor of Teamster Local 154. There were 55 eligible to vote.

Don V. Ellis, secretary-treasurer of Local 154, said another 20 Seattle embalmers who were not in the federation union are expected to join the Teamster local.

Another 20 embalmers in Tacoma have belonged to Local 154 during the past 5 years.

• Never-Say-Die Win

Teamster Local 810 in New York City recently swept to victory in a National Labor Relations Board representation election for employees of the Ideal Roller & Mfg., Co., after a pair of earlier defeats.

The organizational win ended a 3-year campaign to gain 125 workers in the Long Island City plant of the big rolling machine manufacturer.

Milton Silverman, Local 810 president, attributed the election victory to persistence. The first NLRB election in 1961 was lost by 6 votes; the second election in 1962 was lost by a single ballot; the third election was won by more than 40 votes.

• Persistence Pays

Teamster Local 980 recently completed a lengthy campaign by successfully organizing the Santa Rosa Delivery Service which provides parcel delivery and local freight service between Santa Rosa, San Francisco, and Oakland.

William Grami, Local 980 secretary treasurer, said the firm had resisted unionism for 5 years but when the drivers picked the Teamsters Union, the company agreed in negotiations to accept the Local Freight Agreement of Teamster Joint Council 7.

• Laundry Goes I.B.T.

Production and maintenance employees at the Indiana Linen Service Laundry in Columbus, Ohio, recently chose the Teamsters Union in a National Labor Relations Board representation election.

Boat Officers Given Charter

The Teamster general executive board has issued a Teamster charter to the formerly independent Marine Officers Association, a group of supervisory personnel aboard tow boats on the Inland Waterways System.

Included in the group are boat's masters (captains), engineers (chiefs and assistants) and mates and pilots. Potential for this organizing campaign is approximately 6,000.

The Marine Officers Association sought out the Teamsters last year seeking assistance in forming an independent group from fragments of the International Organization of Masters, Mates, and Pilots and the National Mechanics and Engineers Benevolent Association—both AFL-CIO.

Disenchanted

The dominant union in the picture had been the Seafarers International Union. Thoroughly disgusted with SIU representation and domination, the group came to Teamsters for aid. The most recent contract signed by the SIU has been recommended set aside by the NLRB as a company dominated contract.

Upon the unanimous recommendation of Teamster Jt. Council 13, St. Louis, the general executive board issued the charter at its quarterly meeting last month in Miami Beach, Florida.

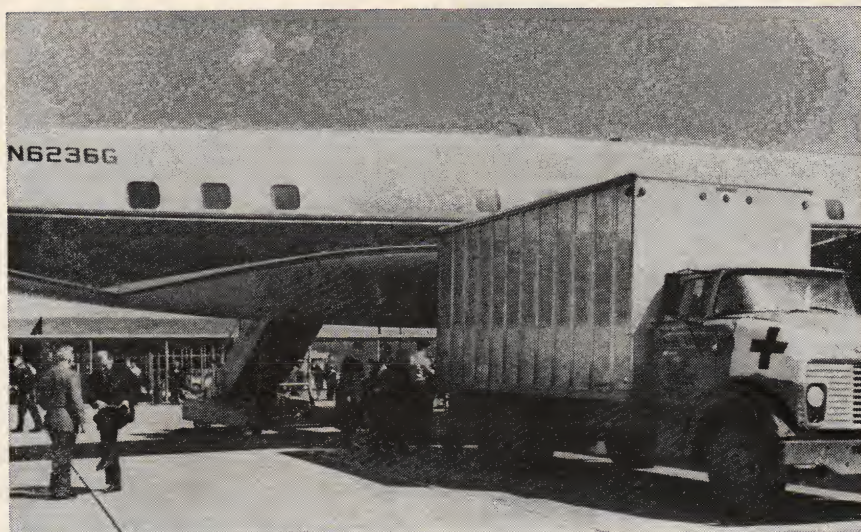
Bulk Commodities

The Inland Waterways System includes the upper Mississippi River north of Minneapolis-St. Paul to the Gulf of Mexico and all tributaries of the Mississippi River, including the Ohio, the Illinois, the Missouri, the Tennessee and the Monogahela. It also includes the Intra-Coastal Canal System which runs east from New Orleans into northern Florida and west from New Orleans into Texas.

Primarily involved is barge traffic and the movement of bulk commodities. Volumewise, it involves 17 per cent of the total intra-city and intra-state movement of bulk commodities in the United States.

Switching from independent status to Teamster membership with the issuance of the charter were 250 boat officers working for three companies.

Teamsters Aid Flood Victims



Volunteers from Teamster Local 505 in Huntington, W. Va., recently helped rush Red Cross supplies of food and clothing to flood-stricken Hindman, Ky. The supplies were flown from St. Louis to Huntington and Teamster-loaded into a truck donated by Point Express Freight Co. Granville Camp and C. E. May, secretary-treasurer and trustee respectively of Local 505, drove the supplies to Hindman.

Hoffa Dedicates New Hall For Teamster Local 682

General President James R. Hoffa dedicated Teamster Local 682's new building in St. Louis last month as the membership filled the 550 seats in the new auditorium.

Joining in the ceremony was Harold J. Gibbons, Executive Vice President. Local 682 President E. E. (Gene) Walla chaired the program.

Local 682's new building is located on a 3-acre lot and has 5,000 square feet. It is completely air conditioned. Among its innovations is a stereo-sound public address system.

Walla said Teamster Local 366 also has offices in the new building and will conduct meetings in the new auditorium.



General President James R. Hoffa is shown dedicating the new building of Teamster Local 682 in St. Louis as Executive Vice President Harold J. Gibbons (left) and E. E. Walla, Local 682 President, confer.



Six hundred and fifty employees of Eastern Air Lines listen intently as do General President James R. Hoffa and Henry Breen, director of the Teamster Airline Division, to a question from the floor at a recent Miami meeting. The workers,

dissatisfied members of the International Association of Machinists, defied IAM threats of \$300 fines and expulsion to hear Hoffa talk.

Turn to Teamsters

Eastern Airlines Workers Seek Better Union Representation

STANDING ovations in the middle of the night were accorded General President James R. Hoffa while he addressed more than 800 Eastern Air Lines mechanics and related personnel along with stock clerks in a late March meeting at Miami, Fla.

Hoffa's appearance was in response to a request of the Eastern employees—all dissatisfied members of the International Association of Machinists—to meet personally with them.

He addressed 650 of the workers in an early session starting at 8 p.m. and answered questions until 10 p.m. Another shift of some 200 workers came in at 1 a.m. and stayed until 3 a.m., as Hoffa fielded their inquiries.

The large attendance was significant inasmuch as the IAM had threatened the members with \$300 fines and expulsion from the union if they went to hear Hoffa.

The General President discussed

the Teamsters Union and compared it with the IAM. He pointed out to the Eastern Air Lines employees that after 22 years of IAM contracts, they still lacked job security. He also emphasized the crisis facing organized labor today on the legislative front.

Hoffa asked if there were any IAM representatives in the audience, and if so, challenged them to debate on the spot. None came forward.

In the question-and-answer periods of both meetings, the mechanics and clerks made note of the fact that they had never seen Al Hayes, IAM president.

Hoffa said the Eastern Air Lines campaign was receiving so much interest from the disenchanted IAM members that additional organizers were being added to the Teamster Airline Division to meet the demand for contacts.

He also announced the opening of an organizing campaign for some 8,000 mechanics and clerks employed by United Air Lines which is home-based in Chicago. United has many workers domiciled in San Francisco and Denver also.

Henry Breen, director of the IBT Airline Division, said other meetings such as the pair in Miami are scheduled elsewhere on the Eastern system.

The Eastern campaign began in earnest last January as General Organizer Joe W. Morgan headed up the work in the southland. The drive originated in September, 1962, when IAM rank-and-filers approached Hoffa with a plea for help. They complained that IAM representatives were not policing the Eastern contract properly and that the company had been allowed to figuratively throw away the agreement.

Teamsters Support Move to Amend Prevailing Rates Under Bacon-Davis

Teamster Legislative Counsel Sidney Zagri late last month threw the weight of 1,720,000 Teamster members behind an amendment to the Davis-Bacon Act which would include fringe benefits when determining prevailing wages in a given area on government contracts.

Zagri made it clear that he was speaking on behalf of 370 Teamster local unions having more than 175,000 members working in the building and construction industry.

He told the House Labor Committee that the Teamsters through the years had "consistently fought for the principles and objectives of the Davis-Bacon Act."

As originally enacted, Davis-Bacon was designed to insure that the government would not depress local pay scales by awarding construction jobs to low bidding contractors who import cut-rate labor.

Zagri pointed out to the committee that because fringe benefits are not

now considered in determining prevailing wages under the act, the very ills the law was enacted to correct actually exist in even greater degree today than when the act was passed 32 years ago.

The reason is that fringe benefits—comparatively unheard of in 1931—now are actually an integral part of the wage structure.

Welfare and pension plans today are a good-sized factor in any collective bargaining agreement. They form a definite part of the wage structure, not only in construction but in industry generally.

As Legislative Counsel Zagri pointed out to the committee, the Bureau of Labor Statistics estimated in July, 1961, that three-fourths of all construction workers were covered by health and welfare and some 50 per cent by pension plans entirely paid for by employers.

The amendment to Davis-Bacon which would make fringe benefits a

factor in determination of prevailing rates is tagged with the legislative label H.R. 404. It is supposedly supported by the Kennedy Administration, but capitol observers are giving the measure little chance of passage.

It is opposed by such committee members as Nebraska Republican Congressman David Martin who has introduced a measure to put laboring men and women under anti-trust laws which would completely destroy the union movement in the United States.

Throughout Zagri's testimony, Congressman Martin made his pitch against the proposed change and for the scab contractor.

He expressed disbelief in the documented statement by Zagri that several employer groups advocate the Teamster-proposed amendment because it would lend stability to industry by destroying the dual-company method of operation in which the union contractor operates a tandem non-union firm so that he can bid competitively against scab operators.

Scab or Not ???

This Is the House that Jack Built

MIX a non-union contractor with a proposed amendment to add fringe benefits to prevailing wage requirements of the Davis-Bacon Act.

TOSS IN a President willing to pursue anti-union policies.

ADD A DASH of other variables such as presidential assistants, a land owner, and so forth.

SHAKE VIGOROUSLY and you come up with a labor story untold by the nation's captive press anxious to remain in the good graces of the New Frontier.

A fox may very well have started it all.

People on horseback hunt foxes in northern Virginia. As the *Saturday Evening Post* of last Feb. 23 said—at a time when the Labor Department was announcing 5 million unemployed—in an article about fun-loving and fox-hunting Jacqueline: "Red foxes

commonly run in straight lines; gray foxes in wide circles."

Perhaps that was why a heavy land owner named Paul Fout confronted the Kennedys with a land deal they couldn't turn down. Only 50 miles from the nation's capitol, the acreage was situated in the heart of the fox-hunting country around Middleburg, Va.

The Kennedys decided to build another home, this one on Fout's land at Rattlesnake Mountain near Middleburg. About this time, local realtors got interested. If the Kennedys had a home there, property values would boom.

Business bigwigs in Middleburg began holding happy meetings to encourage construction of the J.F.K. home. Ultimately, Philip P. Nelson, owner and general manager of the Nelson Construction Co., in nearby

Warrenton, Va., was named prime contractor for the job.

The work began. Meanwhile, AFL-CIO building tradesmen in Washington, D.C., having heard about the job, were trying unsuccessfully to contact Nelson. Finally a business agent from one of the craft local unions went up to Rattlesnake Mountain. He saw the job and talked with the contractor.

From there on, the story gets muddled. Like the chicken and the egg, it's unknown which came first, but in quick order there were two occurrences:

—Nationally-syndicated newspaper columnist Drew Pearson ran an item saying, first, that the Kennedys were building a new home on Rattlesnake Mountain, and second, it was a non-union job until the word got around and the contractor decided to finish up with union carpenters and painters.

—Pierre Salinger, JFK's press secretary, and Ted Sorenson, JFK's administrative assistant, talked with AFL-CIO officials at local and international levels in Washington, D.C.

Nobody will admit now who initially cut the switch to chase the chicken across the road to lay the egg. But ultimately, the Rattlesnake Mountain job was stamped with the union label through and through and remains such to this day.

A rotten odor lingers, however. Occasionally it hits a breeze and permeates everything as when hearings were held recently on H.R.404, a so-called Administration supported measure to include fringe benefits when adding up the prevailing wage to meet requirements of the Davis-Bacon Act.

None were prepared for what happened after Rep. James Roosevelt (D-Calif.), chairman of a labor subcommittee, opened the hearings.

Philip P. Nelson, contractor, was one of those who testified. A member of the subcommittee, Rep. Howard Smith (D-Va.), identified his constituent as the builder of "the President's home on Rattlesnake Mountain."

When asked whether the President required him to follow the Davis-Bacon Act, Nelson replied: "He required union labor so it amounts to the same thing."

Later, Nelson testified that he ran an open shop business and paid carpenters only \$2 and common laborers

only \$1.20 an hour in his regular operations.

Nelson complained that he had lost out on government contracts because the federal government had found union wage rates in Washington, D.C., prevailing in those areas about 35 miles from Washington. Nelson said he did not pay D.C. rates to his regular employees "because they are not productive enough" and he is not big enough to set up multiple operations.

The man who built the President's house in the heart of the fox-hunting country then expressed the fear that things would be even worse if fringe benefits were added to prevailing rate determinations as proposed under H.R.404.

Nelson added that he did not pay fringe benefits to his workers except when he followed the union contract while subcontracting on a union job.

After his testimony, Nelson remarked that he got his labor to build the President's home from the Washington, D.C., "union council." He said the workers lived in the Warrenton area, but he did not say whether any of them were fox hunters.

Nelson's testimony on H.R.404 was much different from that offered by labor spokesmen who were few. The International Brotherhood of Teamsters was one of the first to support the proposed fringe benefit amendment to the Davis-Bacon Act.

Local 413 Completes 6 Contracts

Teamster Local 413 in Columbus, Ohio, recently completed negotiations on 6 new agreements, including 4 with local food concerns, giving members substantial wage increases and improved fringe benefits.

Dale Mann, Local 413 president, said the most notable contract was a 2-year pact covering about 200 drivers at Kroger, Albers and Food Haulers, Inc., which handles local cartage for A&P.

Wage Hike

The agreement called for a 27-cent hourly wage gain—14 cents retroactive to last Oct. 14, and 13 cents effective Oct. 14, 1963. Other provisions included a 7th paid holiday, 3 weeks vacation after 8 years on the job, improved seniority language, full pay for jury duty, and funeral leave at full pay for deaths in the immediate family.

Highlights of the other Local 413 contracts were:

A 25-cent hourly wage increase including 15 cents retroactive to Jan. 31 and 10 cents next year, plus improved working conditions at Monarch Foods.

A wage increase of 24 cents an hour over a 2-year period retroactive in part to Jan. 31, along with improved insurance language and 4 weeks vacation after 20 years at S. M. Flickinger Co., Inc.

Better Seniority

A 15-cent hourly wage increase, retroactive to Jan. 31, with 10 cents more on the same date next year, with improved seniority and job bidding clauses at The Creasy Co.

Identical new 3-year contracts were negotiated with B. F. Goodrich and Goodyear Tire Co. warehouses. The agreements provided 10-cent hourly gains with 8 cents added Feb. 21, 1964, and another 7 cents on the same date in 1965. Also included were 3 weeks vacation after 10 years, funeral pay, and improved seniority language.

Schoessling Honored



Ray Schoessling, president of Teamster Joint Council 25, Chicago, was the honored guest at the recent annual labor union Lunch-O-Ree at the Conrad Hilton Hotel. Funds raised went to help expand work of the Boy Scouts in the Chicago area. The annual get-together recognized area Boy Scouts for leadership, good citizenship, and character building. Shown with Schoessling (extreme right) are (left to right) Stephen Bailey, Plumbers Local 130 business manager; Earl J. McMahon, president of the Chicago Building Trades Council; and Scout Kirk Hoover.



Young and old, 8,000 strong, they jammed into Cobo Hall at Detroit to hear the Teamsters Union General President warn that proposed legislation in Congress would wreck the trade union movement.

Hoffa Leads Rally

Detroit Unionists Respond to Leadership

RANK-AND-FILE members of the AFL-CIO still respond to leadership.

Teamsters Union General President James R. Hoffa proved this in March when 8,000 unionists jammed Cobo Hall arena in Detroit to hear him address a rally sponsored by the Michigan Open Labor Forum.

Hoffa received resounding cheers after attacking union-busting Congressmen and their measures, the National Assn., of Manufacturers and its conspiracy to bring labor under the antitrust laws, and aging labor leaders who are "busy climbing the social ladder in Washington" at the expense of the welfare of the members they're supposed to represent.

He repeated his charge that "the American labor movement has gone to sleep, forgetting the days we had to fight to get the things we wanted."

Conspicuously absent from the forum on labor legislation now

pending in Congress were sponsors of union-breaking measures who had been invited to debate Hoffa.

Hoffa lambasted them in absentia. He said bills sponsored by Sens. John McClellan (D.-Ark.) and Barry Goldwater (R.-Ariz.), and Rep. Dave Martin (R.-Neb.) would destroy organized labor. He described McClellan as an advocate of "slave wages."

Barbs were squeezed into one big needle for the docile elements of AFL-CIO leadership when Hoffa said:

"Labor leaders today want to be statesmen and want to have breakfast with the President of the United States, whoever he may be."

Hoffa ridiculed a recent statement by George Meany, federation president, who said he did not believe Congress would pass any anti-labor legislation this session.

That was the very reason for the Michigan rally—to hear speakers dis-

cuss more than 60 labor measures now in the congressional hopper.

With one notable exception, the rally was boycotted by most Detroit and state AFL-CIO leaders. Nor were there any representatives on hand from the United Auto Workers.

Joseph Curran, president of the National Maritime Union and a member of the AFL-CIO executive board, however, took the speaker's stand to tell the rally that if there was unity in the labor movement, most of the anti-union bills would not be in Congress.

He agreed with Hoffa that the legislative threat to trade unionism was very real.

Rep. James Roosevelt (D.-Calif.) also spoke on the same point. He said organized labor must have unity to achieve any legislative goals.

General President James R. Hoffa and Rep. James Roosevelt (D-Calif.) discuss the agenda at a Michigan labor rally with Rep. Harold M. Ryan (D-Mich.)

Hoffa and Joseph Curran, president of the National Maritime Union, were pleased with the response of rank-and-filers attending the rally.





DRIVE

ESSAY CONTEST Going Strong

Thousands Of Entries Pouring Into Joint Council Offices

to realize how bills passed in Congress affect their paychecks, the security of their union, and their hopes for the future.

Mr. and Mrs. Robert Mossberger of Local Union 17, Golden, Colorado, said after their visit that their trip was "truly rewarding. I was immensely impressed with the consideration and attention members of Congress showed us and other Teamster members on the trip."

Mr. and Mrs. Sol Rabinow, members of Locals 640 and 495, El Monte, California, said they had both been active workers for DRIVE but that "we are returning to our home area of Los Angeles with renewed vigor and purpose in pursuing political action."

So it went . . . each visitor on DRIVE's luxury tour last year not only enjoyed the finest Washington had to offer, but went away with a renewed sense of the importance of political action. In meetings with General President Hoffa in his private office, in tours of the International Union, the halls of Congress, the White House, they came to understand the real significance of their union and its impact on the national life of America.

Under the contest rules, any DRIVE member or member of his or her family is eligible to write the 100 word or less entry on "What DRIVE does for me." Entries should be turned over to Joint Council offices or to Local Union officials for forwarding to the Joint Council. The contest began April 1 and ends June 1. Joint Councils will do the judging.

Here is a schedule of the action packed tour being prepared now for the lucky winners of the DRIVE Essay Contest:

MONDAY — Arrive Washington National Airport. Candlelight dinner at famous Washington restaurant.

TUESDAY — A.M. — Briefing session on legislation in IBT Board Room; followed by tour of the International Building and visits with Secretary-Treasurer John English and other International officers; luncheon in Teamsters dining room.

P.M.—Meetings with Congressmen and Senators in their Capitol Hill offices and in House and Senate reception room; Cocktails and dinner at L'Espionage Restaurant.

WEDNESDAY — A.M. — Tour of White House, specially conducted, with privileged view of newly redecorated State Dining Room, Red Room, Presidential reception hall and Grand Ball Room; meetings with Senators and Congressmen on Capitol Hill; luncheon in Senate Dining Room.

P.M.—Limousine tour of Mt. Vernon, Washington Monument, Lincoln Memorial, Tomb of Unknown Soldier, Washington's Arlington National Cemetery; ending with dinner at the Normandy Farms Restaurant outside of Washington on the Potomac River north of the city. View of Washington at night.

THURSDAY — A.M. — Morning session in IBT Board Room on visits to Congressmen and Senators on key legislation; luncheon.

P.M.—Open for shopping; reception for Congressmen and Senators honoring Teamster rank and file, held on Teamsters International Terrace, across the street from the U.S. Capitol and overlooking scenic landmarks. General President Hoffa and his staff in attendance.

FRIDAY—Departure, Washington National Airport.

THAT once-in-a-lifetime "dream" trip to Washington being offered to Teamsters and Teamster wives who win the DRIVE Essay Contest in their Joint Council is attracting thousands of entries from coast to coast.

Here is an opportunity for rank and file Teamsters to see "inside" the national political picture . . . meet famous personalities . . . enjoy Washington's top restaurants, in short, to live like a millionaire with all the "red carpet" treatment that the Capital of the world has to offer.

Last year's delegation from the Western Conference — 10 rank and filers and their wives — took the red carpet tour. They were overwhelmed. But at the same time they began, many for the first time in their lives,

Montana Joint Council Notches Win Over Anti-Union Governor

"... If you choose Hoffa over me, it will be a cold operation," threatened the governor of Montana last fall when speaking to an employee of his private firm prior to a National Labor Relations Board representation election.

So it was that Gov. Tim Babcock's unfair labor practice came home to roost recently. He and his partner in Babcock & Lee Petroleum Transporters, Inc., were forced to sign and post a "cease and desist" order for 60 days.

For the governor, it was a bitter humiliation. His trail of anti-unionism previously had been high-lighted with the leadership of an unsuccessful "right-to-work" campaign in Montana a few years ago.

For Teamster Joint Council 23 headquartered in Butte, it was a victory culminating months of work that had been temporarily set back when the Babcock & Lee workers voted 13-12 against Teamster affiliation.

Reprisals

Robert Rampy, president of the Joint Council, had charged after the election that in the month preceding the balloting, Babcock & Lee employees had been coerced and threatened with reprisals if they voted for union representation.

Testimony at the hearing on the complaint revealed that Babcock personally had said to one employee—"... the main reason I stopped by was to tell you that if you choose Hoffa over me, it will be a cold operation."

A Politician

Babcock at the time was only lieutenant-governor of Montana and getting \$25 a day for the job. He also was in the midst of his campaign to get elected governor—a task in which he succeeded.

NLRB Regional Director Thomas Graham ruled that Babcock plainly was not seeking gubernatorial votes when he spoke in such a manner to one of his company employees.

Nor was another Babcock & Lee official, C. W. Hendricks, trying to collect votes to put the boss in the statehouse. Testimony showed that Hendricks had threatened employees

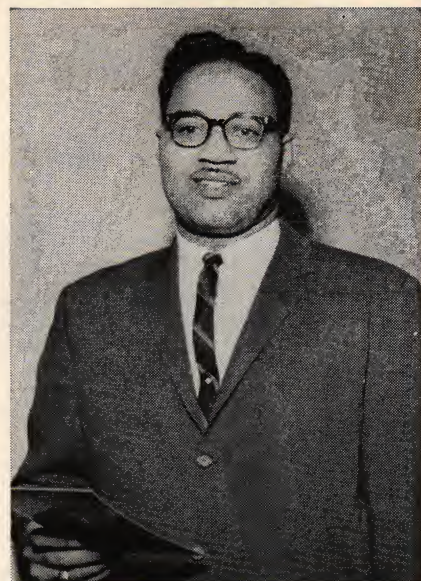
with the remark that the company would "close down its operations and precipitate a long strike."

Hendricks also told Babcock & Lee workers that the company would withdraw certain fringe benefits if they voted Teamster, and promised that the firm would "make it right" if the employees voted against union representation.

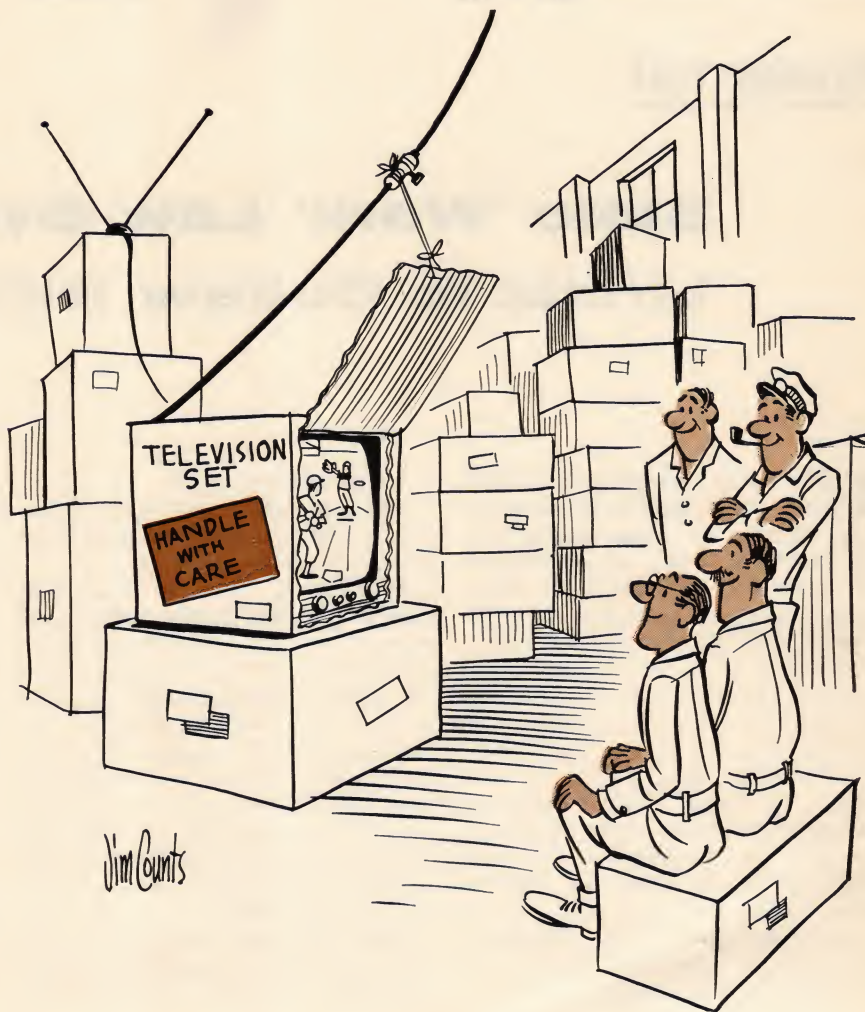
Now the governor is restrained—at least on the job. He has promised in the NLRB notice to "not threaten our employees with withdrawal of employment benefits such as gasoline discount, advances in wages, use of company shop facilities or any other reprisals in order to discourage our employees from voting for or from membership in or activities in behalf of Joint Council of Teamsters No. 23 IBTCW and H."

And so on.

New Trustee



Robert Simpson, a 10-year steward for Teamster Local 743 in Chicago, has been named a trustee of the local union to fill a vacancy on the board. Simpson participated in the campaign to organize workers at Montgomery Ward. He attended stewards' classes offered by the local union and was a delegate to the International Convention in 1961.



STATES WITH "RIGHT-TO-WORK" LAWS



Wyoming Lost

State 'Work' Law Oversteps Limits to Outlaw Hiring Hall

THEY CALL Wyoming the Equity State because the first guarantee of equal suffrage to women in the U.S. was contained in the Act of 1869 of the Territorial Legislature of Wyoming. Twenty-one years later, in 1890, Wyoming was admitted to the Union.

Sixty-five per cent of Wyoming's population derives its income directly or indirectly from the farm or ranch. Leading crops are beans, corn, wheat, oats, potatoes, sugar beets, hay, alfalfa. The largest single industry is tourism, with such famous tourist attractions as Yellowstone National Park, the Grand Tetons and Jackson Hole.

As of January 1, 1961, Wyoming had 2,299,000 sheep and lambs.

It had 1,116,000 cattle.

It had 330,066 people.

Of a population of only slightly over a quarter of a million, only about 17,000 are union members.

February 8, 1963, 94 years after rugged pioneers, hardy settlers and daring frontiersmen surrounded themselves with glory by granting equal voting rights to women, the U.S. Farm Bureau, the Associated General Contractors, and the Retail Merchants Association rammed a compulsory open shop bill through the state legislature and Republican Governor Cliff Hansen inked his signature to the measure which denies self-determination to labor unions.

Thus, Wyoming became the 20th state to adopt a so-called 'right-to-work' law, outlawing the union shop,

but the ramifications of the Wyoming open shop law may have opened up a Pandora's Box far beyond the intent and limits of Section 14(b) of Taft-Hartley which permits states more stringent regulation of union security than the federal law.

The Wyoming law imposes stiff penalties, including jail sentences, fines, damage suits, and injunctions for direct or indirect violations.

In addition to being liable for damages, persons found guilty of violations are subject to six months in jail and a \$1,000 fine. The law specifies that each day of continued violation shall constitute a separate offense subject to the same penalty.

Then the cattlemen, the farmers and the retail tradesmen of Wyoming

threw the hooker. Section 5 of Wyoming's 'right-to-work' law reads:

"No person is required to have any connection with, or be recommended or approved by, or be cleared through, any labor organization as a condition of employment or continuation of employment."

And what all this high sounding verbage means is that Wyoming's 'right-to-work' law not only makes open shop compulsory upon its working people, but it also outlaws the hiring hall which is legal under Taft-Hartley.

Hiring Hall Out

The contrast between federal provisions on union security and those adopted by Wyoming is in its remedial provisions. Under Taft-Hartley, there are no fines or imprisonment provisions even should a union and an employer negotiate a closed shop which is illegal under Taft-Hartley.

In such an instance, the NLRB could issue a cease and desist order, and the aggrieved could be reimbursed for dues so collected or wages denied, but no one is liable to a fine or imprisonment. The procedure is remedial, not punitive.

Under Taft-Hartley, the employer has the right to secure his employees from whatever source he might choose, as long as that source is not discriminatory. Therefore, a union hiring hall which refers both union and non-union members is strictly within bounds of federal law.

Under Wyoming's state law on union security, all hiring halls are illegal, and violators are subject to fines and imprisonment instead of subject to only remedial action.

It would appear then, and organized labor is not so naive as to think otherwise, that the Farm Bureau, the Associated General Contractors, and the Retail Merchants of Wyoming were more concerned with stripping union labor of its effectiveness than they were with protecting working men and women from some evil of unionism.

The words of Wyoming State Legislator Walter B. Phelan, who led the fight against the state open shop law, take on real meaning.

Said Phelan:

"We are ruled in this country by the wishes of the majority.

"The same is true of the unions, if the majority wants it, the workers have it.

"But we, the almighty legislature,

are saying no, you shall not have a union. We are therefore taking away the right of free choice.

"Who is saying, 'We want to be protected against the union?' Not the workers, but such groups as the Farm Bureau, the Associated General Contractors, and the Retail Merchants Association," Phelan declared.

His words fell on deaf ears, and thus 330,066 people in Wyoming, 2,299,000 sheep and lambs, and 1,116,000 cattle, are now protected from the brutal power of Wyoming's highly scattered and sparsely populated 17,000 member union force.

The so-called Wyoming 'Right-to-Work' Committee which led the onslaught against majority rule in unions consisted of:

President Lloyd Taggart, president of the Taggart Construction Company.

Vice President Herbert D. Livingston, president of the Wyoming Farm Bureau.

Vice President William R. Krueger, retired rancher.

Treasurer H. T. Neuman, president of a Rawlins trucking company.

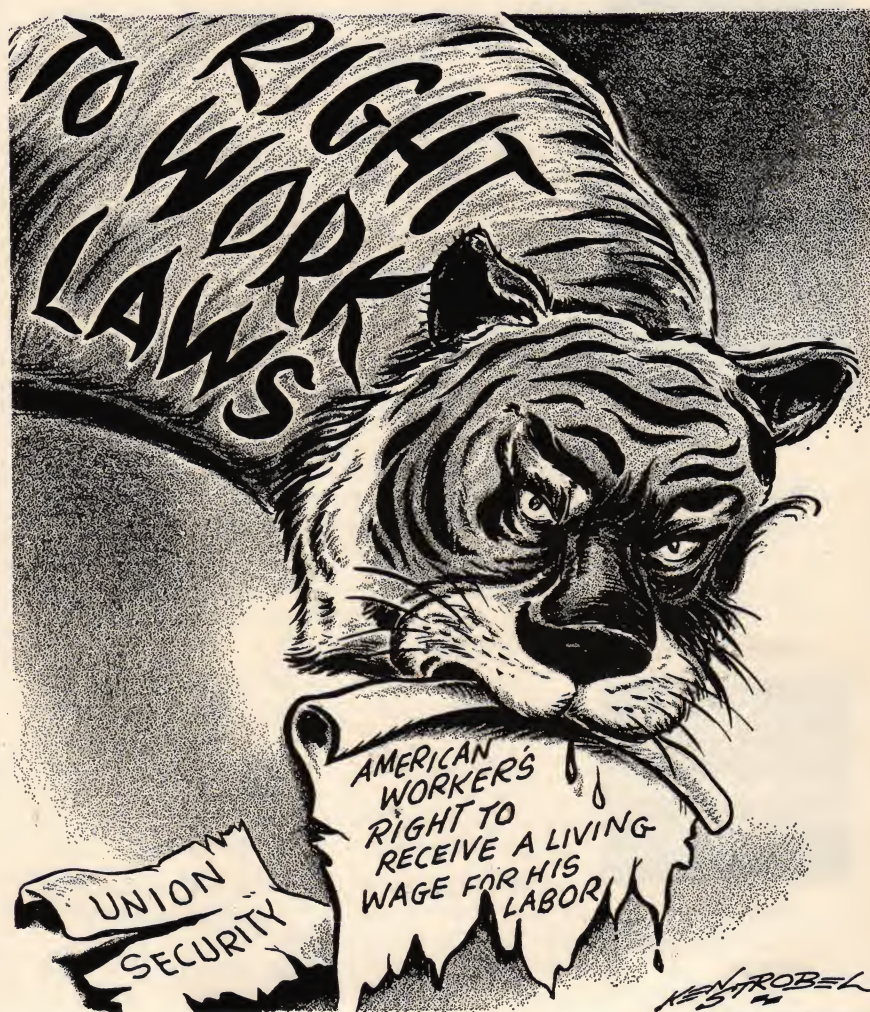
Secretary Craig L. Thomas, executive of the state Farm Bureau.

The absence of a union member on the official committee exposes the committee for what it was—a self-interest group seeking to impose wage-depressing legislation upon the working class of people in the Equity State.

Ironically, the Wyoming compulsory open shop law was passed as neighboring Kansas and industrial Indiana were experiencing rumbles of discontent with their so-called 'right-to-work' laws.

Both the *Hutchinson Kansas News* and the *Wichita Kansas Eagle* have run recent editorials expressing discontent with that state's open shop law, even expressing the thought that the people were deceived by those who pressured for passage of the law.

The *South Bend Indiana Tribune* said recently in an editorial:



— I. B. T. NEWS SERVICE

"RIGHT-TO-WORK"

experience

proves deceiving

"One of the promises of those who promoted the right-to-work law in Kansas was that it would lure new industries to the state. Manufacturers, it was argued, would seek a new location where the union shop was outlawed, unions were weaker, wages lower and labor troubles less.

"It hasn't worked out that way. From the Chambers of Commerce to the unions themselves, everyone is crying that Kansas is missing the boat so far as the nation's industrial expansion is concerned.

**"Kansas
Is
Missing
the Boat"**

"Specifically, we have not been getting our share of military and space agency business ...

"The right-to-work law may play its part in a further by-passing of Kansas. A presidential fact-finding board has recommended union shop contracts in the aerospace industry. Such contracts are illegal in Kansas under right-to-work."

—The Hutchinson, Kansas, News

"Kansas may be out of the running, because the union shop is impossible legally under provisions of the right-to-work amendment to the state constitution ...

**"More
Attention
Than
Deserved"**

"From the beginning, many Kansans have believed the right-to-work amendment drew much more attention than it deserved. Experience supports this, showing that its effect has been negligible in the state; it has not proved to be the 'open sesame' for industrial growth ..."

—The Wichita, Kansas, Eagle

"We think Indiana's six-year-old law banning union shops has failed to right any wrongs and, worse, has increased labor tensions in Indiana's industry. It should be repealed ...

"The only thing the 'right-to-work' law has really done in six years has been to perpetuate a source of hostility on both sides of the labor-management relationship. There is no reason to think it will ever do more than that.

**"Most
Unnecessary
Irritant"**

"The great need in labor-management relations is to make things as easy as possible for both sides to adopt calm, mature approaches to specific issues that reach the bargaining table. Unnecessary irritants only make it harder for the two groups to work toward the point where their interests mesh.

"The 'right-to-work' law is one of the most unnecessary of such irritants. It would be a good thing if it could be removed by the General Assembly."

—South Bend, Indiana, Tribune

"We think Indiana's six-year-old law banning union shops has failed to right any wrongs and, worse, has increased labor tensions in Indiana's industry. It should be repealed."

But Kansas and Indiana are not the first states to have misgivings about compulsory open shop legislation called 'right-to-work' laws.

Since 1947 when Section 14(b) gave states the right to pass more restrictive union security laws than the federal law, Maine, New Hampshire, Delaware and Louisiana have passed and later repealed 'right-to-work' laws. All discovered through experience that such discriminatory legislation has been misrepresented. Maine, New Hampshire, and Delaware completely repealed theirs two years after passage. Louisiana revised its compulsory open shop measure to make it applicable only to agricultural workers.

Southern Seed

Since the beginning the stronghold of 'right-to-work' land has been the deep and rural south. Florida and Arkansas first adopted such laws in 1944, and when Taft-Hartley was passed extended them to include all industry in inter-state commerce.

In 1946, Arizona, Nebraska and South Dakota acquiesced to the rural majority in their states and adopted compulsory open shop.

Georgia, Iowa, North Carolina, Tennessee, Texas and Virginia followed suit in 1947. In 1948, North Dakota joined the list. Then came Nevada in 1952, Alabama in 1953, Louisiana in 1954, along with Mississippi and South Carolina.

When the National 'Right-to-Work' Committee was established in 1955, 17 states—11 southern and six rural northern—had made open shop compulsory. Since that time, industrial Indiana and rural Kansas fell in line, and in February of this year, The Equity State.

While sections and subsections are usually confusing adjuncts to public documents and laws, Section 14(b) of Taft-Hartley has special and clear meaning to the trade unionist. It has been a fly in the collective bargaining ointment since it was passed.

Section 14(b) makes the anti-union elements winners even when labor is able to defeat a 'right-to-work' move in a state legislature or by public referendum. No matter what the outcome, labor has spent time and money which otherwise

would have been spent organizing the unorganized, negotiating better wages, hours, and conditions, and policing existing contracts.

Too, Section 14(b) is the only one of its kind, in that while it gives the state the right to be more restrictive in matters of union security, it does not give the state the right to be more liberal than the federal law.

At a time when the anti-labor forces are hard at work in the federal congress with anti-trust legislation, labor finds itself attacked from two flanks. A 'right-to-work' victory in Wyoming has spurred the National 'Right-to-Work' Committee to new heights. No less than 20 states are now diseased with 'right-to-work' activity.

Most likely to fall appears to be Oklahoma. Currently there is a court fight in which former vice-mayor of Oklahoma City and attorney for the challengers, William C. Kessler, claims the leaders of the 'right-to-work' committee had "knowingly" encouraged petition circulators to obtain signatures of persons not legally qualified to sign the initiative petition.

Clouds of Suspicion

Many clouds of suspicion surround 'right-to-workers,' but one which has persistently accompanied their efforts has been the presence of invalid signatures on their petitions.

The National Council for Industrial Peace, in Washington, D. C., announced recently that another compulsory open shop drive failed in the state of Maine, where the work gang failed to get sufficient signatures on petitions.

In all states where the compulsory open shop crowd operates the best foot they can put forward is a deceitful phrase for the wares they peddle.

Only the gullible believe anyone is guaranteed a 'right-to-work.' Those who have taken the time to examine and study 'right-to-work' laws recognize them for what they are — the means whereby hypocritical individuals and state governments say: "Sure, we are for collective bargaining as long as it is not effective."

Collective bargaining cannot be effective if a minority not wanting a union can keep a majority from having a solidified group.

Too often, rural southern states seeking to entice industry from the north have brazenly advertised: "Come to our state where we have

a 'right-to-work' law and labor is cheap."

Since 1948, at its every convention, the National Democratic Party has promised labor in its platform repeal of Section 14(b). Ironically enough, the promise of introduction of legislation to repeal this anti-union clause comes this year not from a Democrat but from a Republican.

Senator Thomas H. Kuchel (R-Calif.) has promised to force a vote on the issue either by an amendment to some other labor bill or as a separate measure. Kuchel says the present situation puts 'right-to-work' states in unfair competition with our working people and companies in California. "A number of 'right-to-work' states lure industries by advertising cheap and docile labor," Kuchel declared.

Next to Landrum-Griffin, failure of the Democratic party to work for repeal of Section 14(b) represents the greatest betrayal the working people have ever suffered in labor legislation.

No honest and informed man buys the argument that a union shop forces a person into a union against his will, unless to the extent that the individual freedoms of the greatest number of people are always pro-

tected by majority will—the only manner in which a union shop can be legal.

Nor is it intellectually honest to argue that the union shop forces the majority will forever down the throat of the minority. All the minority need do is convince the majority it is wrong and call for a vote.

'Right-to-work' campaigns are battled on much more emotional grounds, with juggled statistics and favorable percentages comprising most of the ammunition. But stripped of the emotional appeal, the 'right-to-work' movement is nothing more than the same compulsory open shop advocated by the National Association of Manufacturers in 1903. It has been pushed by the Liberty League; it has been called the American Plan; but by any name it is always a scheme to render unions ineffective and depress wages.

As long as organized labor is saddled with Section 14(b) of Taft-Hartley, its money and its personnel will be dissipated fighting off 'right-to-work' laws, and now labor is faced with the additional threat that under the guise of legislating against union security, the states—as Wyoming has done—will try even further to erode rights given unions by federal law.

Retiring Teamster Officer Honored



Nearly 400 friends and fellow members of Arthur (Swede) Johnson, retiring recording secretary of Teamster Local 225 in Milwaukee, honored him recently with a grand banquet. He had served more than 30 years as a business agent and officer. Johnson is shown (seated left) receiving congratulations from Milwaukee Mayor Henry W. Maier (seated right) as others look on (left to right): Dave Uelmen of the law firm of Goldberg, Previant and Uelmen; George Hall, Wisconsin State AFL-CIO secretary-treasurer; Marvin Holz and John Decker, county judges.

Jt. Council 13 Plans Annual Charity Show

Teamster Joint Council 13 in St. Louis will sponsor its annual Charity Boxing Show Monday, May 13, in the Khorassan Room of the Chase-Park Plaza Hotel.

Ten charities, local, national and international, will share the net proceeds which last year amounted to more than \$80,000. The boxing show has become St. Louis' only professional boxing event for the past several years.

Harold J. Gibbons, Teamster executive vice president and chairman of the annual event, said the \$100-a-plate affair will once again feature a 10-round headline boxing event, a preliminary bout, and a star-studded entertainment revue.

Heading the show this year will be Jimmy Durante and his star-studded revue from Las Vegas, including the inimitable "Schnozz," Eddie Jackson, Sonny King and others. Other headline entertainers will augment the revue.

Serving as co-chairmen of the event are Edwin D. Dorsey, Robert Lewis, William Godfrey, Charles Grogan, and Pete Harris, with Pete Saffo serving as treasurer. All are members of the executive board of Teamsters Joint Council 13.

Sharing in this year's proceeds will be the following charities: Boys Club of St. Louis; Boys Town of Italy; Child Center of Our Lady of Grace in St. Louis; Damon Runyon Memorial Cancer Fund; Father Dismas Clark Foundation; Israel Histadrut to aid a children's home in Israel; St. Louis Association for Retarded Children; St. Louis Society for Crippled Children; Variety Club of St. Louis for its child day care nursery program; and ALSAC-St. Jude Hospital.

Ticket application cards and a letter of solicitation are being sent to persons who attended the charity show in previous years, plus national figures from all walks of life. It is expected that this year's attendance will top last year's 1,100 figure.

Hand-Wringing, Statements Out, Meany Asked to Exert Leadership

As tension mounted in the railroad industry after a Supreme Court decision favoring management's position, the following telegram was sent to George Meany, president of the AFL-CIO, March 5, 1963, and signed by Matthew Guinan, International secretary-treasurer, and Eugene Attreed, International vice president, of the Transport Workers Union of America, AFL-CIO:

"The national railroads have made it clear that under the terms of the recent decision by the Supreme Court over 100,000 railroad workers will be laid off. These layoffs will affect workers whose skills are such that most of them will never find employment again at a living wage.

"The layoffs pose a threat to the whole economy and are based on the theory that the benefits of automation belong exclusively to the employer and that the great cost in human displacement and unemployment is to be borne by the working people alone.

"Labor cannot accept this position. We can neither compromise nor surrender. The arrogant attitude of railroad employers makes a strike inevitable.

"Organized labor faces its greatest challenge here and mere statements and hand wringing are utterly inadequate. The AFL-CIO must give leadership to this strike. Let us set this strike date, not the employers.

"We, therefore, urge you to call an immediate meeting of all representatives of railroad labor unions under your chairmanship for the purpose of setting a strike date."

• Tacoma Victory

Teamster Local 599 of Tacoma, Wash., has begun negotiations on a first work agreement with Reichold Chemical Co., after winning a National Labor Relations Board representation election 32-to-21.

Charter Presentation



CHARTER PRESENTATION CEREMONY: General President James R. Hoffa presents new charter for Brewery Workers Local 3 to Local President John Hoh at initial local membership meeting held in New York City on March 16. New local is one of two formed from membership of seven merged Teamster locals and represents all production employees in New York City area breweries and related industries.

Labor Lawyer Calls L-G 'Legislative Failure'

THE Landrum-Griffin Act has been likened to an overdose of fertilizer on a lawn that "destroys the grass for the rest of the season, rather than stimulating its growth."

Making the comparison was David Previant, chief labor counsel for the International Brotherhood of Teamsters. His criticism of Titles I and through VI of the Act was made at a recent legal meeting in Dallas, Tex.

Previant posed the question to his lawyer listeners whether the Act had served its stated legislative purpose? No, he said, it had not.

The legislative purpose, as described by the more infamous "friends of labor" who were steam-rolling the law through Congress at the time, was to increase democracy in unionism.

Previant noted that congressional investigations already had shown there was considerable democracy in most unions but that it was not being used. He termed paradoxical the legislative prescription of an additional dose of democracy. Said Previant:

"This simple, legislative logic confuses me. I would have thought that the overdose could be at least as dangerous as the underdose. I know, for example, that an overdose of fertilizer on my lawn destroys the grass for the rest of the season, rather than stimulating its growth."

Continued Previant:

"It hardly makes sense to me that, to correct a few abuses, it should have been necessary to enact this all pervasive regulatory code which—

"Preserves virtually all existing civil remedies in the state or federal courts;

"Adds 8 new civil remedies to be invoked by union members;

"And then, in addition to these already existing and new remedies available to the union membership, establishes 10 new enforcement procedures through the intercession, or under the direction, of the Secretary of Labor.

"This whole mixture is further compounded and confounded by the creation of 13 new federal crimes directed principally at officers and members of labor unions, with penalties ranging up to \$10,000 in fines, or imprisonment up to 20 years, or both."

Topping off the Act (overdosage), said Previant, was a provision disqualifying persons from holding union office for reasons quite disconnected from union democracy.

Previant said:

"But then, perhaps it is not so surprising that this overdose was administered when we recall that the (union) Bill of Rights' proposal first came from such great friends of the Trade Unions as Senator McClellan of Arkansas and Congressman Landrum of Georgia.

"This sounds a little like Khrushchev being concerned about granting more democratic rights to stockholders of General Motors."

Touché

**"If you were to ask how many violations of the (Landrum-Griffin) Act have been found, I suppose the answer might well be: Not enough to justify the enactment by the administration of that legislation."
—Secretary of Labor Wirtz.**

Getting down to cases, Previant digested the various articles of the Landrum-Griffin Act which has been on the books more than 3 years:

Title I, Bill of Rights—"The apathetic member has not had his condition improved by the extra shot of democracy, but that on the contrary the normal percentage of dissidents and litigious characters that you will find in any organization, have started all kinds of vexations and harassing litigation, encouraged by the broad language of the statute."

Title II, Reporting—"If the reports were simplified, if the reports did not require such infinite detail, and if the reports were not made available to employers, then Title II could accomplish its purpose."

Title III, Trusteeships—"When the Act became effective, trusteeships existed in less than 1 per cent of the covered unions; the typical union trusteeship is small, with assets of about \$1,750 and annual receipts slightly in excess of \$6,000. Surely the last two observations would seem to demonstrate clearly the legislative misapprehension . . ."

Title IV, Elections—"We have a federal law which cuts deeply into the internal affairs of labor organizations, specifying the maximum terms of office, and setting forth in great detail the procedures to be used in the nomination and election of officers, and the rights and privileges of the respective candidates . . . whether all of this is a move toward or away from democracy is something which I leave to your judgment."

Title V, Safeguards for Labor Organizations—"The entire thrust of Title V with its invitation to harassing lawsuits and criminal prosecutions and its ineligibility provisions is not to aid democracy or the growth of democratic trade unions but, on the contrary, to bring them more closely within the embrace of governmental dictation."

Title VI, Miscellaneous—"It is this use of federal criminal proceedings which we believe constitutes the most pervasive threat to the free trade union movement, which claims neither more nor less of human fault, but which resents very deeply its having been singled out for more penal sanctions than any other group on the American scene."

Previant said the trade union movement generally looks upon the entire Landrum-Griffin Act as a "very obvious attack on effective trade unionism, rather than as a simple effort to bring or restore democracy to the trade union movement" because Title VII of the law includes restrictive amendments to the Taft-Hartley Act.

A side effect of Landrum-Griffin, Previant said, has been the increase in damage suits against unions, their officers and employers, either singly or in combination. He said the law has worked to form a breach between the member and his union.

The noted Teamster attorney said that overall the Landrum-Griffin Act has made little, if any, contribution to its stated purpose. He concluded:

"On the contrary, this adventure into federal control of union affairs; the imposition of several federal penalties for offenses such as embezzlement, theft, and wilful conversion which are already covered by state laws; the creation of new penalties for the payment of fines levied against a union officer, or for making loans in prohibited amounts, or for failure to meet federally imposed qualifications for union office; all are punitive and retaliatory in the extreme, and make for neither good legislation nor good sense."



Teamster officials stop for a picture at the recent Construction Equipment and Road Show in Chicago beside one of the giants among equipment shown, the Athey T. Line, 65 yard capacity heavy hauler. At right, bottom row, left to right, Jerry Schultheis, Eastern Conference of Teamsters; Joe Scott, Local 191, Bridgeport, Conn.; Thomas Owens, director, Teamster National Construction Division; and Bruce Mohn, Western Conference of Teamsters. Atop the equipment, left to right; Peter Calabrese, Local 456, New York; Carmon Citro, Local 182, Utica, N. Y.; Mardo Buscemi, Local 398, Rochester, N. Y.; Walter Adams, Local 506, Auburn, N. Y.; and Anthony Capone, Eastern Conference of Teamsters. In photo above, delegates are dwarfed by the huge unit.



Teamsters Study Changes In Construction Equipment

More than 200 Teamster officials from construction local unions, from area conferences and from the National Construction Division attended the Construction Equipment Exposition and Road show in Chicago last month, and all came away marveling at the emphasis on bigness.

The delegation headed by Tom Owens, Director of the Teamster National Construction Division, was on hand to study new equipment, and to

prepare themselves to better represent their members who will be operating the equipment on future heavy construction and highway jobs.

None of the Teamster delegation would really be surprised now to go out on a job and see Pikes Peak or Mt. Hood as the payload in one of the heavy haulers exhibited in the International Amphitheatre. They are pictured above on top of and under the Athey T Line which devel-



ops 524 horsepower and has a capacity of 65 yards.

They saw a prototype of the world's largest crawler unveiled by Allis-Chalmers, a 54-ton HD-41 with a twin engine unit which is capable of 770 maximum horsepower. The giant stands almost 12 feet high and sports a 14-foot hydraulic tilt dozer.

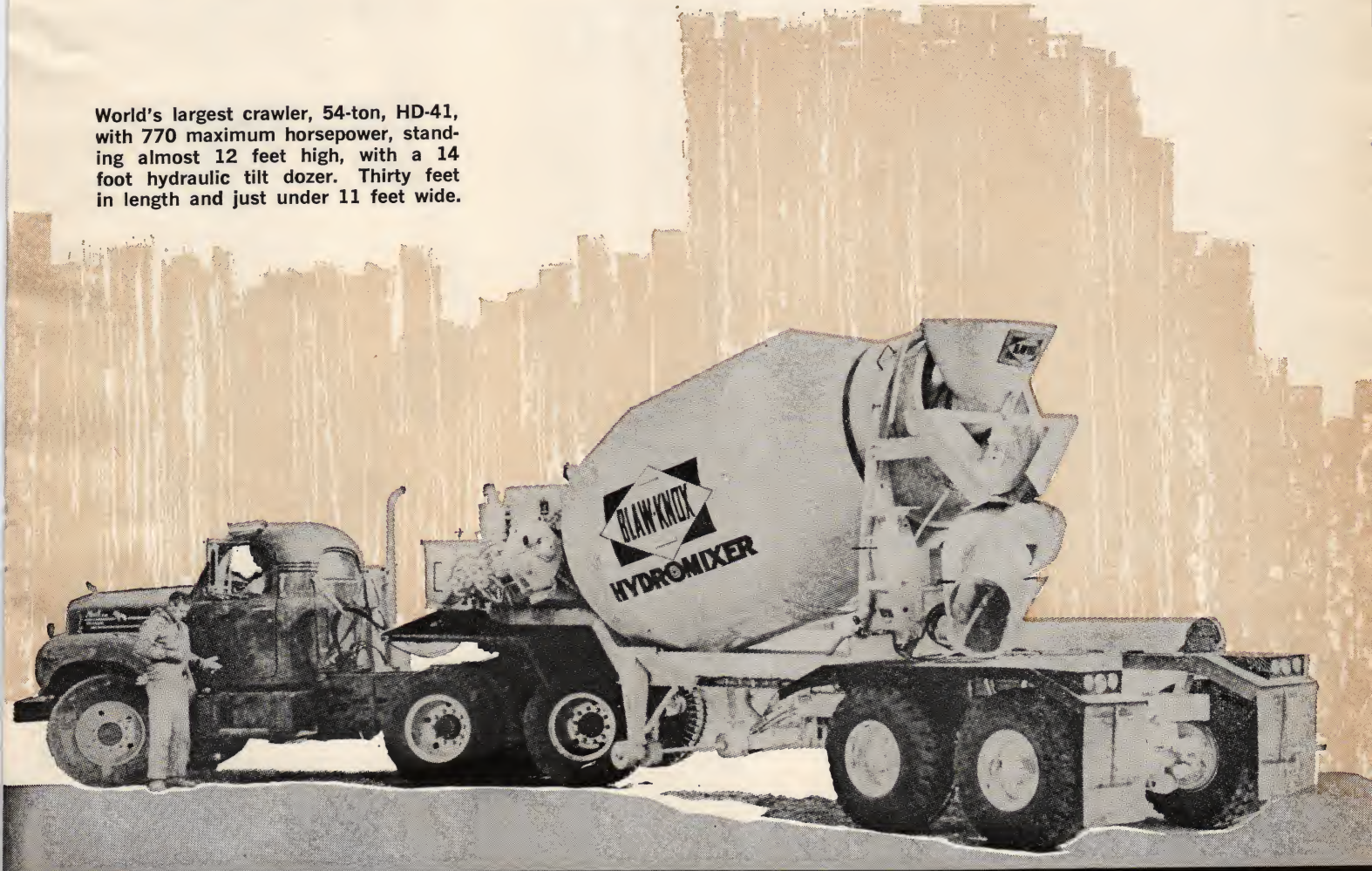
They viewed readi-mix trucks with the mixer drums mounted on 'scissors' to lift the payload to the job, rather than requiring the lowering of a bucket to get the load.

They saw dump trailers with a 30 ton capacity and a 50 degree dump angle.

They saw all together more than 1,000 pieces of construction machinery exhibited on 13 acres of display area, and were amazed at the advances since the last Road and Equipment show five years ago. Equipment shown then is now dwarfed by the industry's emphasis on bigness.



World's largest crawler, 54-ton, HD-41, with 770 maximum horsepower, standing almost 12 feet high, with a 14 foot hydraulic tilt dozer. Thirty feet in length and just under 11 feet wide.



The trailer mixer, meeting all state height, weight and width restrictions, can haul over 10-cubic yards of concrete. One of the many giants in equipment seen by Teamster construction officials who visited the recent Equipment and Road Show in Chicago.



LIFE...

a hazardous thing for Hazard, Ky. coal miners

On March 1, a huge diesel trailer loaded with more than 25,000 pounds of food and clothing rolled into Hazard, Ky. behind a convoy of armed striking coal miners who had escorted the truck for the last 50 miles of its 22-hour trip from New York City.

The truckload of desperately needed food and clothing for families of the Hazard coal strikers was collected and donated by a group of N.Y.C. trade unionists, and was delivered directly to the miners under the auspices of Teamsters Joint Council No. 16.

The round-trip mission to demonstrate that old-fashioned trade union solidarity is still alive was an eye-opener for Teamsters John Seibert of

Local 1096 and Gary Rogers of Local 707, who drove the truck.

They found the mine country, for miles around Hazard, an armed camp; they saw native-born Americans literally starving and huddled in windowless, heatless shacks as they struggled to stay alive during this throwback to the violent struggle of the early 1930's, in Harlan County.

Hunger and privation is only one side of the coin; the other is terror and violence, as company goons and company-controlled police attempt every brutality to break the strike and to enforce wages and conditions at a level equal to less than a third of those provided under the Mine Workers agreement.

Teamsters Rogers and Seibert were greeted with enormous gratitude and affection. The mine workers told them, "We thought we were the forgotten Americans until your truck came down the road. We heard help was coming from labor people up north but couldn't really believe it. Now we know we have to stick it out until we win—or go down fighting!"

Bro. Rogers, on his return, kept repeating, "I just couldn't believe this was the U.S.A.! The kids looked like every picture I've ever seen of starving war orphans in Korea or Algeria—or anyplace else but here. Most of these people haven't had a decent meal in months and many of the kids haven't even got a pair of shoes to

Hungry children of striking miners, (photo left) kept inside all winter for lack of warm clothing, venture to the doorway as relief supplies arrive in Hazard, Ky.

John Hoh (left), vice president of Teamster Joint Council 16 in New York City, led the relief operation for Hazard, Ky. Helping were (left to right): Walter Linder, chairman of Lodge 783 of the Brotherhood of Railway Clerks and Freight Handlers; John Seibert of Teamster Local 1096, and Gary Rogers of Teamster Local 707 in New York.





wear. When we got there it was bitter cold and there was snow all over the place."

The strike in Hazard started many months ago in revolt against \$3 and \$5 a day wages offered by Truck Mine Operators, who are actually sub contractors for the big coal companies, and has now spread to seven additional counties of Kentucky's coal mining region, including the famed Harlan County. Almost 30,000 miners are involved.

Berman Gibson, leader of the fighting coal miners predicted the strike would be won despite pressures from the government and the campaign of terror unleashed by profit-hungry coal mine operators.

Meanwhile, the drive to raise funds for food, clothing and medicine for the striking miners begins to collect momentum in New York, Philadelphia, Chicago and other centers of trade union organization.

Teamsters (above) unloaded 25,000 pounds of relief goods on the snow-covered ground at Hazard, Ky., as miners (below) waited to distribute it.



Compulsory Arbitration Might Bloom From Anti-Labor Drive

ONE of the potentials of the current anti-union campaign is that compulsory arbitration may bloom unexpectedly as a dangerous side effect.

Already this year, the maritime strike and the New York City newspaper strike-lockout have been used by union foes to springboard their views favoring compulsory arbitration.

Sen. Everett Dirksen (R-Ill.), for example, rushed to the congressional hopper at the height of the dock strike. He tossed in a quickie bill, S.21, to force compulsory arbitration in maritime labor-management disputes.

Senate and House members with similar break-labor aims welcomed the New York newspaper situation with open arms. Ignoring the fact that only 4 newspapers were struck and that 5 other dailies locked out employees to fulfill a publishers' agreement, the Congressmen entered editorial after editorial into the *Congressional Record*.

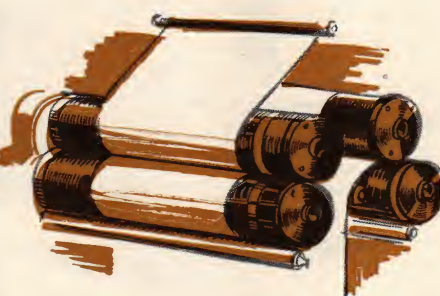
The newspaper statements came from every section of the country. They charged that the striking printers were destroying freedom of the press. Invariably the editorials argued that the New York newspaper strike (they overlooked the lockout) needed some form of compulsory arbitration.

Venerable citizens such as Bernard M. Baruch are proposing solutions. Too often, the ideas take the form of compulsory arbitration.

Baruch revived his post World War I plan for a High Court of Commerce. Only now it would have a different name. In a letter to Secretary of Labor W. Willard Wirtz earlier this year, Baruch called it a Court of Labor-Management Relations. The court would settle labor-management quarrels.

Drums for compulsory arbitration can be expected to beat even louder if a general railroad strike develops this year. Compulsory arbitration advocates also will warm their hands happily if sparks come from the steel contract reopener.

It is probably true that compulsory arbitration would not disintegrate organized labor to the extent that proposed application of antitrust laws would do the job. Nor would it have



the tooth-pulling effect of legislation prohibiting strikes.

But that doesn't mean compulsory arbitration would be pleasant for either labor or management. It is incompatible with collective bargaining. As such, it poses a greater, more subtle threat to the free enterprise system.

Teamster Union General President James R. Hoffa warned more than 2 years ago: "Compulsory arbitration could lead to eventual government control of the entire economy."

Wirtz recently phrased it in a different way: "Compulsory arbitration would become a substitute not for a strike, but for collective bargaining."

Wirtz, however, sanctioned compulsory arbitration under certain conditions. He said it would be acceptable if there were some way of limiting its scope so that its use could be narrowed to cases where all recourse has been exhausted "and in areas that are critical to the health of the nation."

The Labor Secretary has voiced an increasing number of words skirting the subject of compulsory arbitration since the turn of the year. Noteworthy was his Feb. 10 address to the National Academy of Arbitrators. There he described what he called "new strains" on collective bargaining:

—"It is one thing to bargain about terms and conditions of employment; and quite another to bargain about the terms of unemployment. . . .

—"The public tolerance for strikes is diminishing rapidly. . . .

—"Strike benefit programs for striking employees and strike insurance programs for employers are intensifying (the impact of labor-management disputes). . . ."

Wirtz concluded "that we stand today at what history will probably mark as a fairly clear fork in the development of labor-management relations in this country."

He defined the fork as: A major crisis could develop and if unresolved could lead to something along the Baruch compulsory arbitration proposal; or collective bargaining could remain free if employment figures got healthier and critical industries were free of crippling shutdowns.

It was not a bright prospect. This is especially emphatic when it is remembered that the Kennedy Administration has failed to deliver an improved employment rate as promised. The job-killing effect of automation is well known.

Wirtz implied a new, creative bargaining effort along lines of the Steelworkers-Kaiser Steel program was the only alternative available to help collective bargaining survive the specter of compulsory arbitration.

The Labor Secretary asserted that traditional collective bargaining procedures and present labor laws are not working to the public's satisfaction insofar as major controversies are concerned. He added that if collective bargaining cannot produce peaceable settlements, "the public will."

Wirtz defended what he called Administration intervention in collective bargaining as a "holding period." He said it has been a period in which the public interest has been awarded at least an equal role in preserving the private decision-making process.

"This is the real significance," said the Labor Secretary, "of the record of the federal government's unusual participation recently in a number of the major disputes which have developed."

Then he spelled out the record:

"Settlement of the last round of contract disputes in the airline industry (not yet quite completed) took over 2 years, and involved the President of the United States, the Secretary of Labor, the Under Secretary of Labor, the National Mediation Board, a Special Presidential Commission, 9 Presidential Emergency Boards, and 3 Boards of Arbitration—a total of 39 public representatives. . . .

"In the recent longshore case, the public participants, during its 12-month course, were the President, the Secretary of Labor, an Assistant Secretary of Labor, the director of the Federal Mediation and Conciliation Service, his deputy, 15 FMCS mediators, a Taft-Hartley Board of Inquiry, the Attorney General, the federal district court, mayors of numerous port cities, a Special Presidential Board which was appointed but never convened, and another special board under a U.S. Senator."

Wirtz termed it government intervention. The record would indicate government interference.

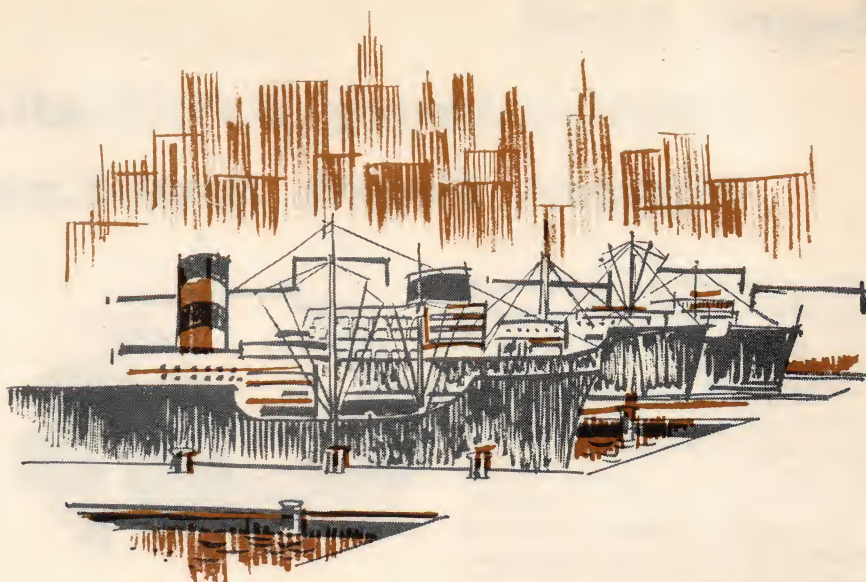
Nevertheless, said the Labor Secretary, such an "improvised" program (as utilized in the airline and longshore questions) offered nothing for the future. Organized labor would agree with him.

Proponents of compulsory arbitration suggest that ideally nothing would ever have to go to arbitration if such a principle were law. In the same breath, however, they are willing to admit that compulsory arbitration would inevitably follow any arbitration law that might be enacted.

For that reason as much as any other, the International Brotherhood of Teamsters remains unalterably opposed to compulsory arbitration in any form as General President Hoffa put it more than 2 years ago.

Hoffa allowed that there have been times—particularly in wartime—when so-called emergency disputes had to be settled. "Certain principles, however," he said, "should be kept foremost in mind when considering proposals for coping with such disputes:"

—Free collective bargaining, backed up by the right to strike, is indispensable to our economic system. It should be preserved and maintained to the fullest extent.



—Government intervention should be in the public interest and not in a manner which would favor either side to the dispute.

—Threats to the national health, welfare, security—call it what you will—should be clear, imminent and critical before any process of government intervention is invoked.

Under these principles, the maritime strike involving but a portion of the merchant marine fleet, and in which refugee Cuban longshoremen scabbed on the banana docks, would not have qualified as a dispute requiring compulsory arbitration. Neither would the N. Y. newspaper strike-lockout.

There are numerous objections to compulsory arbitration. The foremost, of course, is that it would seriously weaken collective bargaining. Arbitration is essentially a judicial process while collective bargaining is essentially a legislative process.

Compulsory arbitration could never satisfactorily perform the task of collective bargaining. Before long, parties

to a disagreement would rely on arbitration boards to make awards rather than bargain in good faith.

Board awards seldom would be the best solutions. Arbitration board members could not be expected to know all the in's and out's of an industry—knowledge necessary to make equitable decisions.

Compulsory arbitration, a form of wage fixing, would be unworkable without price fixing. The government would have no alternative except to expand its authoritarianism to other areas of the economy.

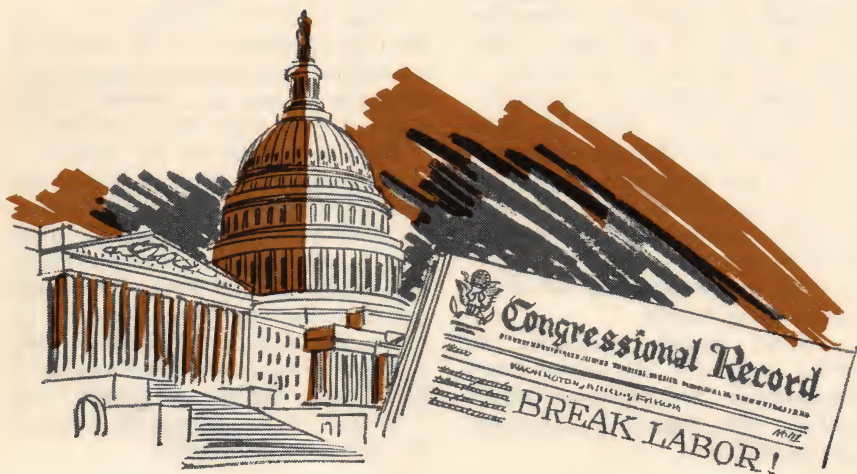
Compulsory arbitration would force workers and employers to accept intolerable terms. Involuntary servitude is alien to our basic freedoms. Workers especially could not be forced to work against their wishes if they were dissatisfied with a board award. Strikes would not be prevented.

Compulsory arbitration is coercive rather than protective. It opposes government's responsibility to foster the welfare of the worker through free collective bargaining.

Litigation would increase with compulsory arbitration as either party to a dispute would seek relief in court. Opponents would concentrate on legal aspects rather than on human relations factors in a dispute.

Finally, compulsory arbitration would force both labor and management to concentrate on changing the law rather than on collective bargaining. The device would become a new political football.

As compulsory arbitration would become more the law of the land, collective bargaining progressively would assume the trappings of a backwoods custom. Both owners and workers would lose freedom.





FOR YOUR INFORMATION

. A NOTED San Francisco attorney and labor consultant has told the California Trucking Association that the government is showing an increasing tendency to move in on collective bargaining. Increased interference in collective bargaining has resulted from the employers "not standing up for your rights," Sam Kagel said. Neil J. Curry, former American Trucking Association official, told the state association that the railroad administration attempt to deregulate bulk commodities was "one of the deadliest proposals our industry has ever faced."

. NEWSPAPER PUBLISHERS and Broadcasters have accused the Kennedy Administration of deceiving the American people in times of crisis. Appearing before the House Government Information Subcommittee, Charles S. Rowe, editor of the Fredericksburg, Va., Free Lance-Star, and chairman of the Freedom of Information Committee of the Associated Press Managing Editor's Association, declared:

"If we should accept the premise that the government has a right to lie to the American people under one set of circumstances, there is a serious danger that this repugnant philosophy will be extended to more and more circumstances, and we will find ourselves being lied to with increasing frequency. In the battle of Democracy versus totalitarianism, let us not initiate the tactics of our adversaries. Let our weapon be the truth, not a lie."

Publishers complained about a host of government lies, ranging from the Eisenhower U-2 fiasco, to the Kennedy comedy of errors at the Bay of Pigs.

. ANOTHER EXAMPLE of pitifully low wages—60 cents an hour—being paid in the 'right-to-work' state of Arizona to women workers by a garment firm—has come to light in a suit filed by the Secretary of Labor against Chapala Originals. The suit seeks to restrain the firm, which manufactures blouses for California garment outlets, from further violations of the minimum wage, overtime and record-keeping provisions of the federal wage and hour law. The government contends the firm produces goods for interstate commerce and therefore must pay a minimum wage of not less than \$1.15 per hour.

. THE NLRB has been asked to require a firm to post \$10 million bond to help prevent repetition of what a labor union claims is a long pattern of unfair labor practices. The novel remedy has been suggested by the Textile Workers Union against Burlington Industries, Inc. The NLRB is considering a case in which a government trial examiner found the plant's management threatened to close its Vinton Weaving Company at Roanoke, Va., if the plant was organized by the union. The examiner found management had resorted to other ways to discourage union membership. The charges are all denied by the company in proceedings pending before the NLRB.

. TEAMSTER General President James R. Hoffa, in an interview with the St. Louis Post Dispatch last month, said of Attorney General Bobbie Kennedy's 50 mile walk:

"He should walk about four miles on a picketline. Then, perhaps, he would better understand the fight of working people for better wages, hours, and working conditions."

. WORKERS who claimed they suffered a loss of pay because of last year's Trade Expansion Act have had their requests for assistance rejected by the Tariff Commission. The petition was filed by the Mine, Mill and Smelter Workers on behalf of 126 workers who were employed at a Hanover, N.M., zinc mine. Under the Trade Expansion Act, employees or firms adversely affected by trade concessions granted foreign countries under the new law may apply for government assistance. Said the Commission in denying the first such request for relief it has received: "It appears that the closing of the Hanover Mine and Mill was based primarily on ordinary business considerations. Competition from imports probably was a factor in the decision to close the operation, but it was not the major factor."

. DURING TED KENNEDY'S primary battle with Edward McCormick for the Democratic nomination for U.S. Senator from Massachusetts, McCormick told the President's brother that if his name wasn't Kennedy his candidacy would be a joke. The joke has been compounded now that committee assignments in the senate are completed. Ted has been appointed to both the Labor and Judiciary committees. The humor ends there. With Bobbie Kennedy proposing a raft of legislation which encroaches on the civil liberties of American citizens, most of it referred to the judiciary committee, Teddy will be voting on it, and should such measures pass the congress, Brother Jack will be signing the legislation into law. More seasoned and mature heads than Teddy sought the openings on the labor and judiciary committees. But they found it is difficult, indeed, to buck the Kennedy dynasty now entrenched in Washington.

. THE ANTI-LABOR MOVEMENT in Washington has suffered a setback when the two darlings of the anti-labor set—Senators McClellan and Goldwater—parted company. McClellan is obligated to the National Association of Manufacturers to push for anti-trust laws applicable to labor unions. Senator Goldwater is opposed to this as he feels employers' associations would be busted too. He has countered with a national 'right-to-work' proposal. Now the NAM and the Chamber of Commerce are in a dither. They want anti-trust for labor, but they can't afford to offend their old and faithful friend, Barry Goldwater.

. GERARD D. REILLY, who helped draft the Taft Hartley law when he was counsel to the Senate Labor Committee years ago, is still very active on the anti-labor bandwagon. Reilly said recently he thought there should be a labor court to handle what he called "labor problems." Quoted in an article appearing in an issue of Nation's Business—the U.S. Chamber of Commerce publication—Reilly enthusiastically endorsed H.R. 333, a bill introduced by Rep. Dave Martin (R-Neb.) and aimed at fragmentizing unions.

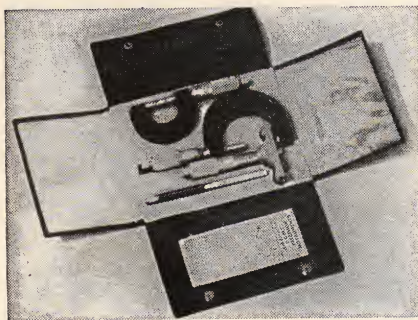
. TEAMSTER UNION members in the Washington, D.C., area recently were startled to see the following headline in one of the capital's daily newspapers: "'Future for Jimmy' Project Needs City's Support, Robert Kennedy Says." The story did not refer, however, to James R. Hoffa even though he is the object of the attorney general's dis-affection. Instead, it related how Bobbie was giving lip service to a city youth program—another Administration public image building project.

. CONGRESS works in strange ways. Medicare for the aged seems buried as well as last year, but as April got underway, the House Rules Committee cleared for floor action a bill to give aid to medical and dental schools. The bill would provide more than \$205 million over a 3-year period for construction grants and student loans. In effect, the measure proposes to underwrite doctors and hospitals who, likely as not will continue to overcharge the sick and injured.

. INDIVIDUAL taxpayers last year paid more than \$65 billion dollars in income taxes while corporations forwarded only \$22 billion to the U.S. Treasury. The International Revenue Service Reports that the total take in 1962 was \$102½ billion.

WHAT'S NEW?

Precision Micrometers At Bargain Price



Sets of three precision micrometers, accurate to .001" and priced at only \$9.95 including carrying case, are now available from a firm in North Miami, Florida.

The micrometers which are precision-built, feature steel spindle, nut and anvil and a special zero setting adjustment screw.

Each set includes two outside micrometers, the one-inch size measuring from 0" to 1" and the two-inch instrument measuring from 1" to 2". The third piece is a 1" and 2" depth micrometer with two shafts permitting measurements from 0" to 1" and 1" to 2".

Packaged in a vinyl carrying case, the set is so moderately priced that organizations engaged in work requiring close tolerances can afford these instruments in quantity and thus make them readily available for mechanics, machinists, metal workers, model engineers and technical and engineering students without slow-up in production.

Dry Chemical Fire Extinguisher

A New Jersey firm has just marketed two new models of a dry chemical fire extinguisher. These portable 10- and 20-pound units use potassium bicarbonate against burning liquids and gases and also against electrical fires.

Positive Action Bore Size Gage

From a Chicago manufacturer comes a bore size gage with a .0001-inch indicating dial. Featured in the device is a positive-action centralizing device. To protect the indicator from oil and dirt, the dial mechanism has been mounted within the casing and is surrounded by a second bezel.

• • •

Material Can Be Flooring, Sidewalls

A new flooring material called tempered presdwood can be used for both truck flooring and for sidewalls. One quarter inch thick and available in 4-foot-wide panels up to 16 feet in length, this material is nonsplintering, nonsplitting hardboard made of exploded wood fibers that are formed into panels under high heat and pressure.

• • •

Controls Temperature Through Evaporation

Most cars can be fitted with a new under-dash mounted cooler that operates as an evaporator rather than a refrigerator. Circulating air up to 450 cfm via two turbine-type blowers, it features a push-button speed control.

• • •

Device Warns of Low Pressure Tire

When pressure in any tire of heavy-duty trucks, buses or construction equipment falls below a preset limit, a new electronic warning system gives a signal and then locates the specific low tire. A mercury-battery powered transmitter is installed on each vehicle wheel. Through operation of the transistorized system similar to that of radio station and receiver, if air in tire drops below preset level, a pressure switch mounted on the valve stem closes the electronic circuit which energizes the transmitter. Installed on

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington 18, D. C.

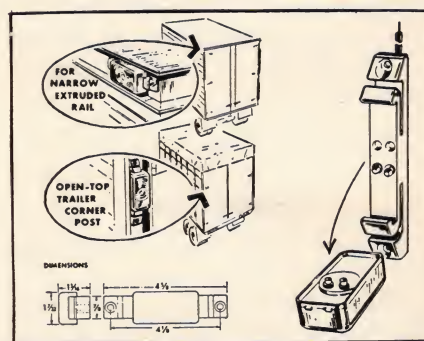
A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

the axle is an antenna that picks up the resultant radio signal and relays it to the receiver on the dashboard. This activates a red light and/or buzzer. The driver then removes the indicator from its dash mounting and, circling the vehicle, holds it close to the transmitter on each wheel. The red light comes on when the low pressure tire is located.

It is claimed that two men can install this unit in two hours with no modifications to the vehicle and that it will last the life of the vehicle in normal heavy-duty operating conditions.

• • •

Clearance-Marker Lamp Compact Unit



A clearance-marker lamp, especially designed to fit narrow extruded rail sections, corner posts of open-top trailers, bodies, or any location requiring a narrow lamp that resists shock, rust and corrosion can now be obtained. The dimensions are 4 $\frac{5}{8}$ x 1 $\frac{7}{8}$ x 1 $\frac{3}{16}$ inches.



LAUGH LOAD

You Cur, Sir

Freight Handler (to his bride-to-be): "Baby, . . . what's wrong? Why are you crying like that?"

Sweetheart: "Oh, it's just awful! My dog ate the pie I had baked just for you!"

Freight Handler: "Now, don't you worry your pretty little head about it . . . I'll buy you another dog!"

Progress At What?

Woman: "Oh, nurse, I'm Mrs. Brown. My husband in Room 13 says you've been very nice to him. Tell me is he making any progress?"

Marie: "Oh, you don't have to worry a bit, Mrs. Brown. He's not my type at all."

Secticide

A government crop inspector visited a Kentucky farm and began asking questions.

"Do you people around here have trouble with insects getting in your corn?"

"We sure do," said the farmer, "but we jes' fishes them out an' drinks it anyhow."

Good Sign

Doctor: "How's the patient this morning?"

Nurse: "He's recovering. Just now he tried to blow the foam off the medicine."

Plenty

First lawyer—"As soon as I realized it was a crooked business, I got out of it."

Second lawyer—"How much?"

Sharp Kid

And then there's the little porcupine who bumped into the cactus plant in the dark and asked: "Is that you, mother?"

Little Golddigger

Visitor—"Johnny, do you have a piggy bank?"

Johnny—"No, but I have a billfold."

A Foggy, Foggy Night

Driving in a dense fog, a motorist followed the tail light ahead for almost an hour. Suddenly the red beacon ahead stopped, and the two cars collided sharply.

"Hey, why don't you put out your hand when you're going to stop?" yelled the man behind.

Came the announced reply: "Why should I? I'm in my own garage."

Less Appeal

The pastor of an impoverished parish in the hills often wrote to his bishop for aid, until the bishop demanded an end to such appeals. For a time there was no correspondence. Then one day the bishop received another letter:

"This is not an appeal," it said, "it is a report. I have no pants."

Mistaken Identity

"You know, you look like Helen Black."

"I know, but I look worse in white."

Think Twice

"I bet you think twice before you leave that wife of yours alone for an evening."

"Yup. First I think up an excuse for going out. Then I dream up a reason why she can't come along."

Simple Wants

"Basically, it takes just two things to keep a woman happy . . . a roof over her head and a husband under her thumb!"

Awfully High Fee

A warehouseman went to the doctor last week.

"What did he tell you?" asked a trucker friend.

The man replied, "My doctor told me to cut down on my smoking, try to walk a mile every day, and to be sure to write a letter to my congressman against medicare."

Scotch 'n Soda

Alcoholic ice cream is now being sold in England.—News item.

A gourmet's dream has just come true. Now ice cream's alcoholic, too.

And how the kids will shriek and moan

To get a double-bourbon cone.

A Scotch old-fashioned sundae can

Make junior burp just like a man.

Don't let the ice-cream bar roll by,

It's time for gin-and-bitters pie,

A scoop of cognac or cointreau,

Or frosty creme-de-menthe on snow.

Perhaps a benedictine split

Or rum frappe will get you lit.

But, frankly, I'd as soon be dead

As nurse a rye-and-sherbet head.

Just the Thing

Wife—"This suit is shabby. Shall I give it away?"

Husband—"No, that's the suit I wear when I ask the boss for a raise."

Poor Girl

"In my town," said the lovely young lady, "it is considered unlucky for a girl to wear cotton stockings."

"Why," asked her friends, "what happens?"

"Nothing."

Downright Fascinating

Bride—"Do you still take an interest in everything I do?"

Husband—"Why, certainly. For example, I've spent all day wondering what you put in that pie we had for supper last night."

FIFTY YEARS AGO

in Our Magazine



(From the April 1913 issue of *The Teamster*)

Labor's Own Department

THE elections and inauguration of President Wilson were now history and official Washington was eagerly awaiting the first move of the new Democratic administration.

One of the initial orders of business was the naming of a cabinet. And for the first time in American history a new name and office was added to the list of cabinet appointments. The office was the Department of Labor and its head was a former official of the Mine Workers, William Wilson.

The year 1913, it was hoped, would mark a turning point in labor's fortunes—a new administration and a government bureau devoted to the problems of the working man. All of organized labor was optimistic.

Wilson's appointment as Secretary of Labor was a wise choice as far as labor was concerned. A former member of Congress, Wilson was characterized as a man "possessed of those attributes capable of assuming responsibility in the big things of life."

Our official Journal paid tribute to Secretary Wilson, the first of only four secretaries that would be chosen from the ranks of labor during the Department's first 50 years, with these words:

"His worth and ability had been thoroughly recognized by those who have had the opportunity to be associated intimately with him, and it is with much gratification that the entire nation will now have an opportunity to know, by his works, the man who, as a coal miner, made the cause of humanity the larger portion of his life's work.

"The American Federation of Labor's Executive Council unanimously indorsed 'Billy' Wilson as Secretary of Labor. That indorsement was concurred in from every quarter of the great organized labor movement as a well-deserved tribute for services rendered to the end that the day of industrial justice might be brought nearer.

"To have a representative at the council table of the President of the nation is an assurance that labor's wrongs

will receive the consideration that is due it, and its hopes and desires presented and championed by one whose experience qualifies him to meet this responsibility."

Profit vs. Phossy Jaw

The progress American medicine has made in the past 50 years in preventing and curing diseases that were once great killers and the scourge of mankind is nothing short of miraculous.

The role of state and federal health departments in establishing the cause of certain industrial diseases has also made a great impact on our society. But unlike the doctor in the research lab who had only his germs and viruses to confront, the various health departments had to deal with a callous type of human organism who did not want to accept certain health recommendations because it meant cutting into his profits.

At the meeting of the Second National Conference on Industrial Diseases, our magazine reported that an Illinois commission found 578 cases of lead poisoning in that state and that a hasty and incomplete study disclosed 121 cases of lead poisoning in New York City alone.

"Many of these (poisoning cases)," our magazine reported, "were due to the absence of regulations requiring the use of simple protective devices and practices which are in general use in Germany and England under legislation providing for the payment of insurance benefits in the case of sickness directly due to industry."

Some of the other occupational and industrial diseases that plagued workers 50 years ago included:

- "Caisson Disease"—This was prevalent among tunnel workers.

- "Phossy Jaw"—This was caused by matches having a high phosphorus content. A bill later passed taxed phosphorous matches so high the manufacturers were forced to use non-toxic sulfur matches.

- Radium poisoning—Many malignancies cropped up among women who painted luminous radium on the faces of watches. It was discovered that they were moistening their brushes in their mouths to point the ends before painting and thus picked up lethal doses of radium. Stringent safety regulations helped eliminate this hazard.

Why Unions Progressed

"Why labor unions?" That question has been asked ever since the first group of men joined together to protect their mutual interests. Probably no one answers this question better than a noted lawyer and educator of the day, John K. Ingram. For the lukewarm unionists, this is offered as a stimulant. For those who already firmly believe, this is an opportunity to restate your allegiance to trade union principles.

"Attacked and denounced as scarcely any other institution ever has been, the unions have thriven and grown in the face of opposition. This healthy vitality has been due to the fact that they were a genuine product of social needs—indispensable as a protest against the abuses of industrial government, and inevitable as a consequence of that consciousness of strength inspired by the concentration of numbers under the new conditions of industry.

"They have been, as is now admitted by almost all candid minds, instruments of progress. Not to speak of the material advantages they have gained for workingmen, they have developed powerful sympathies among them, and taught them the lesson of self-sacrifice in the interest of their brethren, and, still more, of their successors.

"They have brought some of the best men to the front, and given them the ascendancy due to their personal qualities that are desirable in the interests of society," Ingram concluded.



100 WORDS OR LESS CAN WIN YOU

One Exciting, Thrill-Filled Fun-derful

WEEK IN WASHINGTON

(FOR TWO)



It's as simple as . . .

- A.** All you do is put down on paper in 100 words or less why the **DRIVE** program to protect — through legislative and political action — picket line gains are important to you.
- B.** Brevity does it. Long-winded writing is out. We want a sincere statement — in your own words — on why the **DRIVE** effort is important to you and your family.
- C.** Contest opens April 1 and closes on June 1 at midnight. Your entry should be submitted to the Joint Council office. Check your Local Union newspaper or Local office for full details on submitting essays.

ALL MEMBERS OF DRIVE AND ANY MEMBER OF THEIR FAMILY ARE ELIGIBLE

**DEADLINE
JUNE 1st**

DRIVE

